



Gender Pay Gap Report 2022

Introduction

Any employer with 250 or more employees on a specific date each year must report their gender pay gap data to show the difference in average hourly pay between their male and female employees.

This report is based on the salary data for 'relevant employees' employed by Ubico on 5th April 2022, the 'snapshot date'.

Employers must report the following data:

- **Mean gender pay gap:** the percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap:** The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap:** The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **The proportion by gender receiving a bonus:-** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The quartile pay bands:** The proportions of male and female full pay relevant employees in four quartile pay bands

More information can be found at <https://www.gov.uk/government/news/uk-gender-pay-gap>.

What do the percentages mean?

A positive percentage pay gap indicates that men are paid more. A negative percentage pay gap indicates that women are paid more

Equal pay and the gender pay gap

The issue of equal pay and the gender pay gap are often confused. While the former concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

Our commitment to equal opportunities and equal treatment for all our employees

Ubico is committed to the principle of equal opportunities and equal treatment for all our employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. We operate a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead the gender pay gap is because men and women work in different roles and these roles have different salaries.

Definition of pay

In accordance with the regulations, pay includes basic pay, paid leave, allowances, shift premiums and bonus pay. It **does not** include overtime, expenses, the value of any salary sacrifice schemes (the reduction of salary is included), benefits in kind, redundancy and severance payments.

April 2022 'Snapshot' Data

Ubico's workforce by gender



92.07% of our workforce are male

755 members



7.93% of our workforce are female

65 members

Mean gender pay gap

The mean gender pay gap for Ubico is -10.09%

	Ubico	Whole economy
Mean Gender Pay Gap	-10.09%	14.9%

The ONS Annual Survey of Hours and Earnings (ASHE) 2022 report states that the whole economy Mean Gender Pay Gap for 2022 is 14.9%. At -10.09%, the mean gender pay gap for Ubico is significantly below the whole sample figure.

Performance

The table below shows our mean gender pay gap performance over the last 3 years.

Year	Ubico mean gender pay gap (%)
2022	-10.09
2021	-15.9
2020	-11.2

Median gender pay gap

	Ubico	2022 whole economy
Median Gender Pay Gap	- 8.24%	8.3%

The median gender pay gap for the whole economy is 8.3%. At -8.4%, the median gender pay gap for Ubico is significantly below the whole economy.

This figure is also lower than last year. The median is more representative than the mean of typical pay differences, because it is less affected by a handful of considerably higher (or lower) salaries.

Performance

The table below shows our median gender pay gap performance over the last 3 years.

Year	Ubico Median Pay Gap (%)
2022	-8.24
2021	-10.4
2020	-8.4

Bonuses

Ubico does not have a company bonus scheme.

Quartiles

What is a quartile?

A quartile is a pay bracket that represents a quarter of the company’s workforce; the quartiles are in ascending order by rates of pay.

The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

Band	Description	Males	Females
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile	90.7% (186)	9.3% (19)
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	98% (201)	2% (4)
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	90.2% (185)	9.8% (20)
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile	89.3% (183)	10.7% (22)
All bands	All employees	92.07% (755)	7.93% (65)

What are the factors affecting some of the pay differences at Ubico?

The negative gender pay gaps across the company as a whole are mainly due to the structure of our workforce. Men and women are paid equally for doing equivalent jobs across our business, so the gaps are not indicative of equal pay issues within our organisation.

Environmental Services, Grounds Maintenance, Waste and Recycling industry employs predominantly male workers. Currently, 92.7% of our workforce is male.

How Ubico will work to close the gender pay gap

Ubico is committed to a policy of equality of opportunity in our employment, procedures and practices, ensuring we are and remain non-discriminatory and are compliant with current legislation.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels Ubico undertakes job evaluation to determine the size of a job by following the nationally recognised job evaluation scheme. Evaluations are undertaken regularly for new jobs and as part of restructures where a job significantly changes.

Ubico's recruitment and selection processes support our commitment to offer internal promotion opportunities and help develop long-term careers for employees through creating a mobile, flexible and agile workforce. All recruitment exercises will continue to be fair and open with a focus on diversity and inclusion, using social media and suitable advertising platforms to reach out to candidates. Ubico will advertise and offer (where appropriate) all jobs as having flexible working options, such as part-time work, remote working, job sharing or compressed hours and encourage senior leaders to role model working flexibly.

Ubico aim to support female returners to work following maternity/adoption leave in order to enable them to return to work and fit around their work life balance, and offers shared parental leave that encourages male employees to also consider more time off for work life balance.

Beth Boughton



Managing Director