

Gender Pay Gap Report 2018/19

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WEA

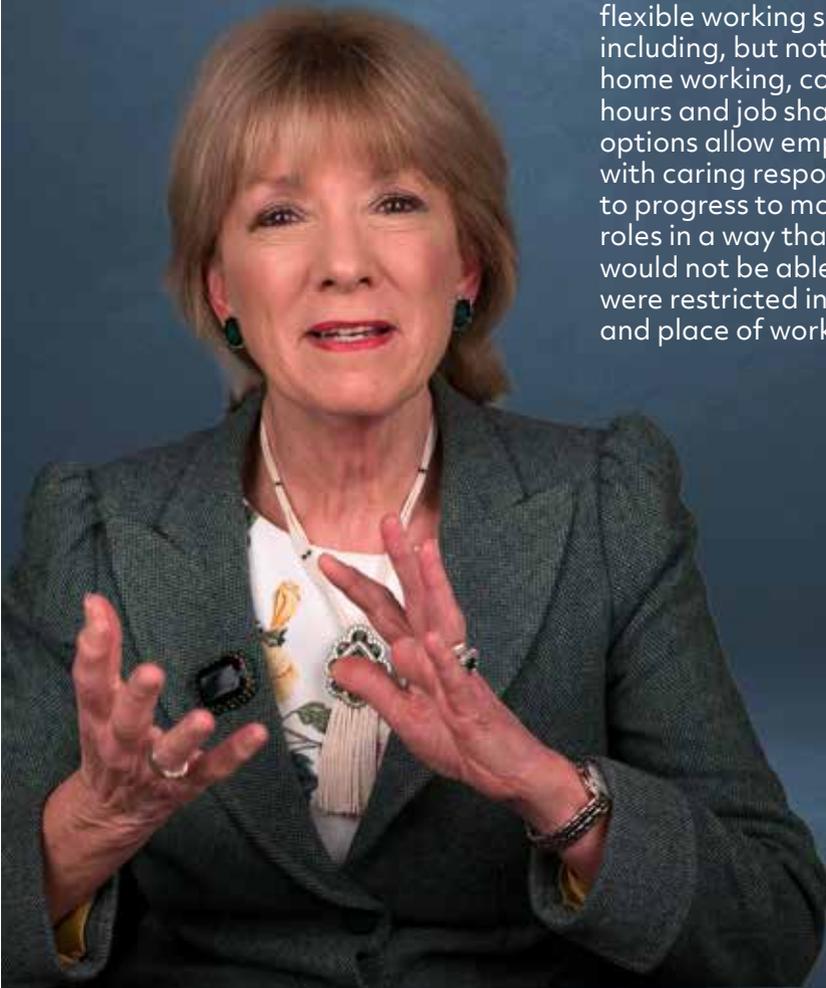
Adult Learning
Within Reach

Addressing the gender pay gap

Ruth Spellman,
CEO of the WEA, said:



The WEA is proud to offer our staff a number of flexible working solutions including, but not limited to, home working, compressed hours and job share. These options allow employees with caring responsibilities to progress to more senior roles in a way that they would not be able to if they were restricted in the hours and place of work.



Background and context

This report provides a breakdown of the WEA's gender pay gap based on the reporting requirements set out by the government.

The purpose of gender pay reporting is to show the difference between the average earnings of men and women. The submission of this data is required on an annual basis for all organisations that employ over 250 people.

There are six calculations that an employer is required to report on. These are:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

The WEA does not pay bonuses and so those calculations are not relevant here.

Scope of Report

The data for this exercise has been taken from March 2019 payroll which includes the snapshot date of March 20th 2019.

In line with the government requirements the data includes all employees working at the snapshot date. Employees being defined as;

- people who have a contract of employment with us
- workers and agency workers (those with a contract to do work or provide services for us)

For workers who do not have a regular number of weekly working hours an average of the number of hours worked over the preceding 12 week period has been taken.

What is our gender pay gap

The mean hourly rate of pay for male employees is £22.62. The mean hourly rate of pay for female employees is £22.79.

The mean gender pay gap therefore equates to -0.75%

The median hourly rate of pay for all male full-pay relevant employees is £25.24. The median hourly rate of pay for all female full-pay relevant employees is £25.24.

The median gender pay gap therefore equates to 0%

The variance between these figures and those for last year can be seen below and shows that the Gender Pay Gap at WEA has closed over that 12 month period.

2018/19

Median



0.00%

Mean



-0.75%

2017/18

Median



6.05%

Mean



4.18%

Variance



-6.05%

Variance



-4.93%

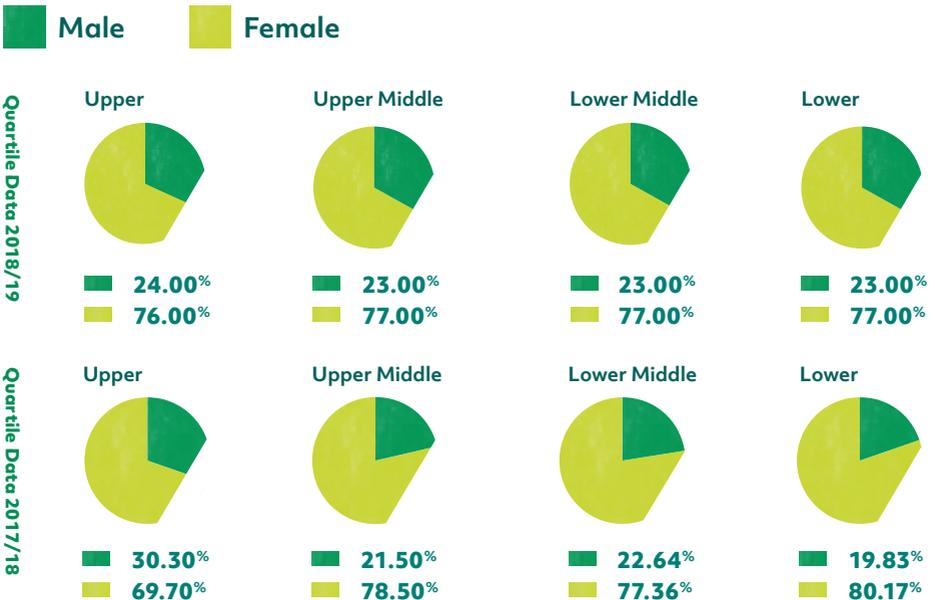
Proportion of employees in each quartile

For the purposes of the report, we're required to split our employees into four quartiles dependent on pay.

The upper quartile represents the 25% highest paid employees in our organisation and so forth.

This shows the distribution of men and women in the WEA. Our data shows that while there are significantly more women than men working for us, they are fairly equally distributed across the first three quartiles, but there is a slight shift in the upper quartile. Overall, however, the distribution is improved from 2017/18.

Proportion of employees in each quartile



Why has our gender pay gap changed?

We are pleased to report that our gender pay gap has closed based on both median and mean calculations. We have been using the strategies outlined below to achieve this, but recognise that there is work still to be done. For this reason we will continue to develop and embed these measures.

What are we doing to close the gender pay gap?

The WEA's vision is for "A better world – equal, democratic and just; through adult education the WEA challenges and inspires individuals, communities and society"

We pride ourselves on being a force for social change and closing the gender pay gap is very much a part of that vision. Some of the measures we have in place to work toward that are discussed below.

Equality Diversity and Inclusion (EDI) Action Plan

We have an EDI action plan, monitored by our Board of Trustees, which sets clear objectives for a workforce, which is not just gender balanced, but which is truly diverse and representative at all levels, of our learners and wider society. Our salary scales provide us with a framework to ensure that all roles are appropriately remunerated according to individuals' skills and experience and in line with market forces.

A Balanced Senior Leadership Team

Our senior leadership team is comprised of four females and three males, tipping the gender balance slightly in favour of females at 57%.

Flexible Working

WEA is proud to offer our staff a number of flexible working solutions including, but not limited to, home working, compressed hours and job share. These options allow employees with caring responsibilities to progress to more senior roles in a way that they would not be able to if they were restricted in the hours and place of work.

Inclusive Recruitment and Selection

We champion an inclusive recruitment and selection approach, with advertising methods that reach a wide variety of potential applicants and with support to ensure that shortlisting is fair, consistent and in line with our EDI Action Plan.



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