

Gender pay gap report 2024/25



Foreword from Simon Parkinson, CEO and General Secretary at WEA

This past year at the WEA has been marked by significant change as we have reshaped our entire organisation to place us in the best position to bring learning within reach.

Our latest gender pay gap analysis reveals an average hourly pay gap of 4.6% and a median pay gap of 8.6%. This places us slightly above our own results last year, but below the national average, which in the UK last year was 13.1% (average hourly earnings for men and women).



While acknowledging this is not the direction that we want to go, we also recognise that this year's data has been collected during a period of significant organisational change. As a result, we anticipate that next year's figures may look markedly different as our workforce continues to evolve.

Following a thorough review of our data, we are confident that there are no fundamental concerns driving this pay gap.

It is important to note that currently our colleague population reflect sector and UK pay gap trends:

- ▶ Occupational segmentation – In 2024, 85% of education colleagues were female, and this follows through at the WEA with three quarters of our colleagues being female, many of which work flexible hours;
- ▶ Age – ONS reports that the pay gap in the UK widens with workers over 40, our age profile is much larger in the higher age category. Currently 80% of our workforce is over 40 and out of the 80%, 74% are female.

We remain committed to minimising the gender pay gap wherever possible. Through ongoing monitoring, fair pay practices, and a focus on development opportunities for all colleagues, we will continue to strive for greater pay equity across the organisation.

A handwritten signature in blue ink that reads "S. A. Parkinson". The signature is fluid and cursive.

CEO and General Secretary of the WEA.

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 the 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 April 2024, which includes the snapshot date of 5 April 2024.

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 gender pay gap equates to 4.6% of males' pay.

The median gender pay gap equates to 8.6% of males' pay.

The mean hourly rate for male full-pay relevant employees is £23.60

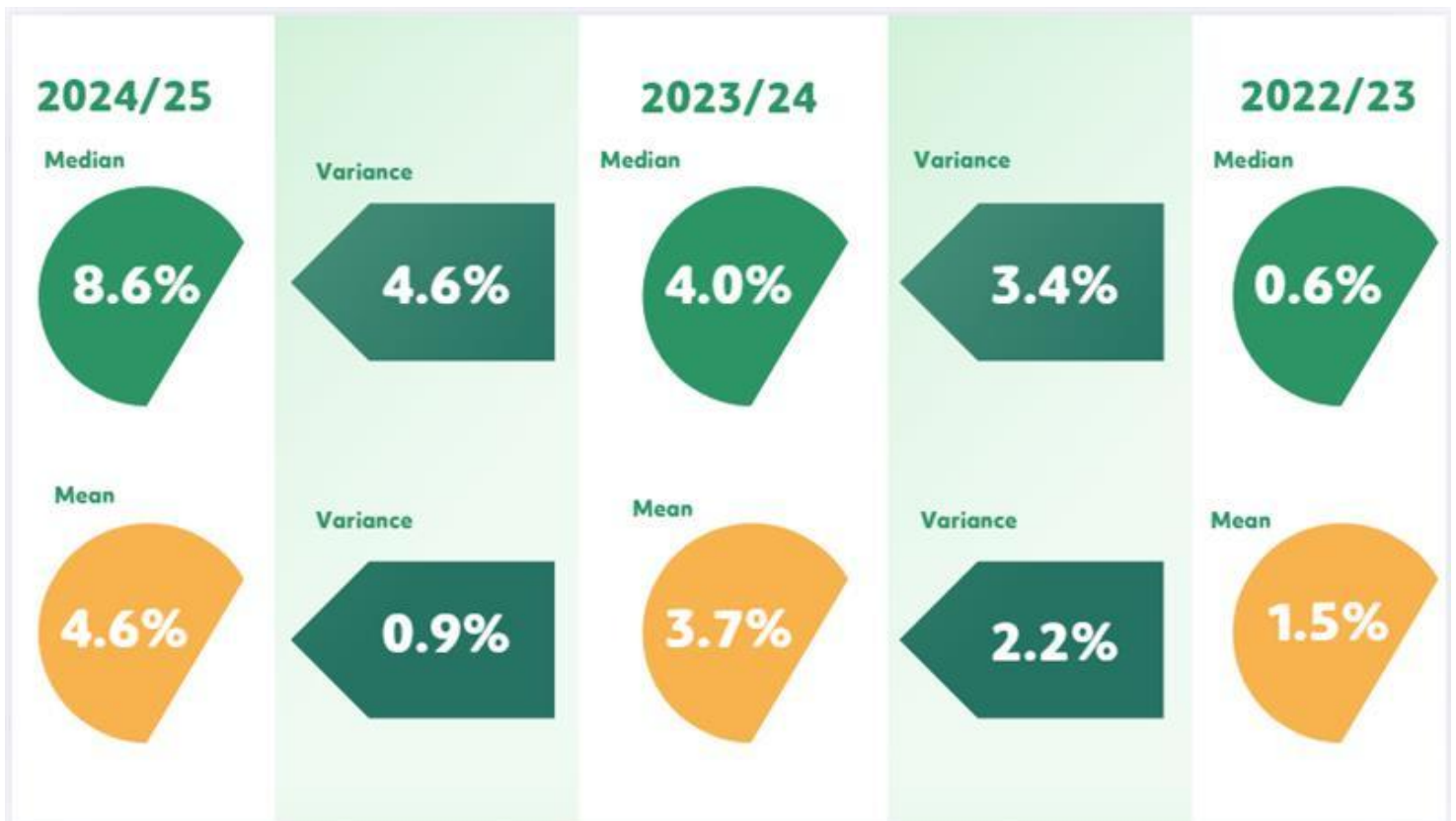
The mean hourly rate for female full-pay relevant employees is £22.50

The mean gender pay gap equates to 4.6% as a percentage of male pay.

The median hourly rate for male full-pay relevant employees is £25.62

The median hourly rate for female full-pay relevant employees is £23.40

The median gender pay gap equates to 8.6% as a percentage of male pay.



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 colleagues in our organisation and so forth.

The shows the distribution of men and women in the WEA. Our data shows that while there are significantly more women than men working at the WEA, they are fairly equally distributed across the four quartiles.

Proportion of employees in each quartile



What are we doing to close the gender pay gap?

The WEA remain committed to embedding gender considerations into all aspects of our work.

What did WEA achieve in 2024:

CPD – A bitesize EDI refresher was developed that focuses on unconscious bias, privilege and being an upstander. All colleagues were asked to complete the module.

Curriculum – Our learner induction has been updated to include reference to gender and all other protected characteristics.

Data – We have reviewed our protected characteristics data sources and have encouraged colleagues to update their information via the colleague portal (HR system) to support monitoring and reporting information in order for us to better understand our colleagues' characteristics.

Over the next 12 months, we will define, introduce and monitor the impact of identified actions on representation, progression and gender pay parity based on the findings of this report. These actions will contribute to closing the gender pay gap and will continue throughout the coming years.

'WEA Represents' and colleague networks:

The WEA is in the process of forming a number of EDI colleague networks, including a gender group to support colleagues to drive action and change across the WEA. The group will provide a space where colleagues can reflect, discuss and identify actions relating to gender. This is with the aim of understanding the challenges colleagues may face in relation to gender and intersectional issues, share learning and take actions that contribute to closing the gender pay gap.

Having gender balance on our Leadership team

The balance of our Leadership team is 56% / 44% with five men and four women retrospectively.

Black Leadership Group affiliation

We are still partnered with the Black Leadership Group, a not-for-profit organisation formed in 2020 that tackles systemic racism within the UK, especially within Further Education.

We are looking forward to continuing our partnership with the Black Leadership Group to ensure that we are an inclusive employer and learning provider, for our colleagues and our learners alike.

Inclusive recruitment and selection

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

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