

# Gender pay gap report 2025/26



# Foreword from Simon Parkinson, CEO and General Secretary at WEA

Following our organisation reshape in 2024, the WEA undertook a further structural realignment in 2025 to ensure we are best positioned to deliver our contracts in an increasingly complex and challenging external environment.

Our latest gender pay gap analysis shows a Mean hourly pay gap of 5.6% and a median pay gap of 7.7%. This represents a slight increase in the mean compared with last year, while the median gap has reduced. Importantly, we remain below the UK national average, which stood at 12.8% for average hourly earnings last year.



While it is positive that our median gap has decreased and that we continue to perform better than national benchmarks, our aim remains to reduce our overall gender pay gap wherever possible. As in previous years, we have carried out a detailed review of our data to ensure we fully understand the factors contributing to our results.

Our detailed review confirms that the gap isn't caused by men and women being paid differently for the same work. Instead, it reflects national trends that manifest strongly within the WEA:

- 1. Sector demographics:** As an adult learning provider, we operate within a sector where, according to 2024 data, 85% of education employees are women. It follows, therefore, that three-quarters of our WEA colleagues are women. This strong female representation is something to be proud of, but it naturally shapes our pay gap calculations.
- 2. Age profile:** Nationally, the Office for National Statistics reports that the pay gap in the UK widens for workers over 40. At the WEA, 80% of our workforce is over 40, and of that group, 74% are women. This demographic concentration inevitably impacts our overall figures.
- 3. Working patterns:** We also recognise that a significant number of our female colleagues work part-time hours, often in lower-paid roles. This reflects the flexible working patterns that are vital for many in our workforce but also highlights where our focus on progression needs to be sharpest.
- 4. Leadership team split:** The balance of our Leadership team is 62.5% / 37.5% with five men and three women retrospectively.

Our commitment to improving gender pay equality remains strong. Through robust monitoring, fair and transparent pay practices, and a continued focus on development and progression opportunities for all colleagues, we will keep working to narrow the gap and support a more equitable future across the WEA.

A handwritten signature in green ink that reads "J. A. Parkinsey". The signature is written in a cursive style with a large initial 'J' and 'P'.

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 2025, which includes the snapshot date of 5 April 2025.**

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 5.6% of males' pay.

The median gender pay gap equates to 7.7% of males' pay.

The mean hourly rate for male full-pay relevant employees is £24.15

The mean hourly rate for female full-pay relevant employees is £22.79

The mean gender pay gap equates to 5.6% as a percentage of male pay.

The median hourly rate for male full-pay relevant employees is £25.76

The median hourly rate for female full-pay relevant employees is £23.78

The median gender pay gap equates to 7.7% as a percentage of male pay.



# Proportion of employees in each quartile

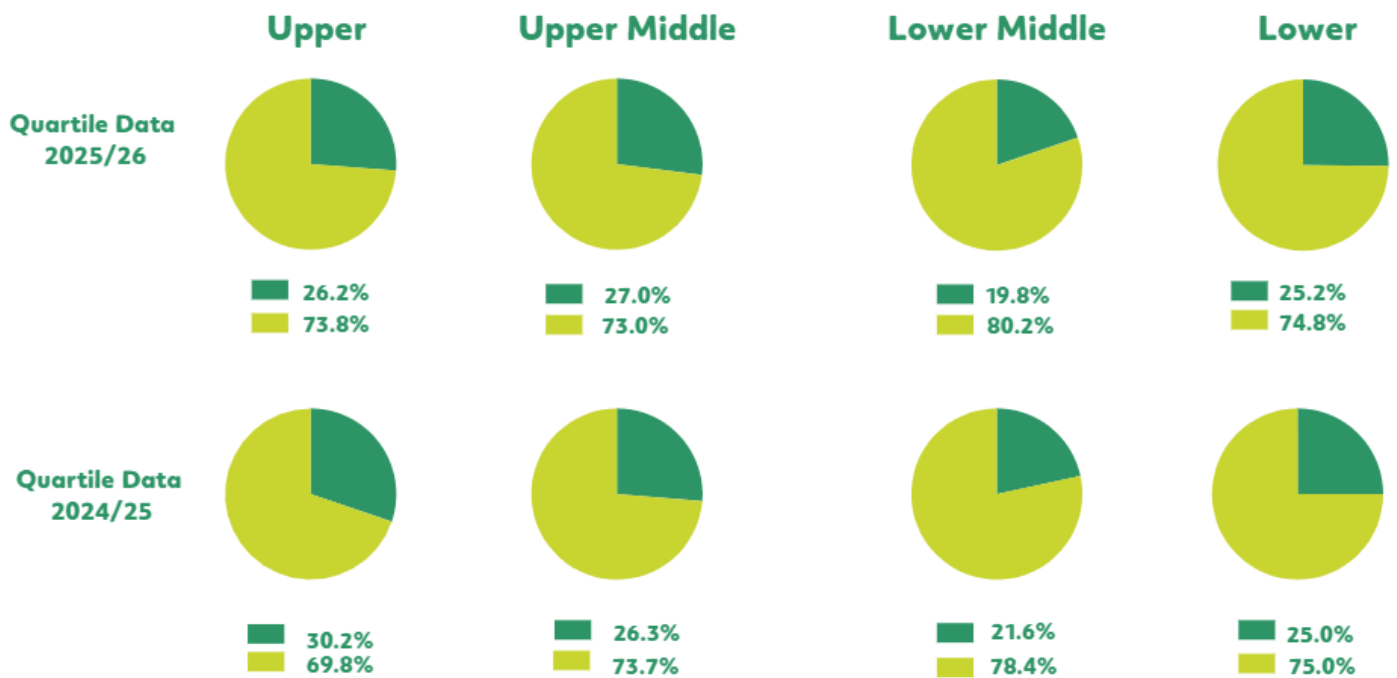
For the purposes of the report, we're required to split our employees into four quartiles dependent on pay.

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

Male Female



## **Summary of actions for 2025-26:**

The WEA strengthened its commitment to creating a workplace where every colleague feels valued, represented, and supported. Gender equality remains central to how the WEA builds a fair and inclusive culture.

### **Strengthening transparency**

The WEA continues to publish clear gender pay gap data, including pay gaps and the distribution of women and men across pay quartiles. The openness supports colleagues trust, encourages honest conversations about equality, and helps everyone see where progress is being made.

### **Preparing for the new government requirements**

Ahead of the new 2026-27 expectations for gender pay gap action plans, the WEA have started reviewing how it identifies the causes of pay gaps, selects evidence-based actions, and tracks progress. Strengthening these processes now will support colleagues through clearer plans and more visible progress.

### **Embedding gender equality in our everyday culture**

The WEA continue to build an inclusive culture where colleagues feel respected and able to thrive. This includes improving representation, supporting fair access to progression, and fostering a sense of belonging. The WEA Represents colleague groups also play an important role in amplifying colleague voices and helping shape equality focused initiatives across the WEA.

### **Enhancing workplace flexibility and supportive policies:**

The WEA already articulates its commitment to being a diverse and inclusive employer. To strengthen this, we will review our menopause support provisions, in line with the 2026 government expectations for employers to address health-related barriers for women's progression.

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