

# Gender Pay Gap Report 2017/18

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**WEA**  
Adult Learning  
Within Reach

# Our gender pay gap?

**The WEA is focused on creating a diverse and inclusive workforce.**

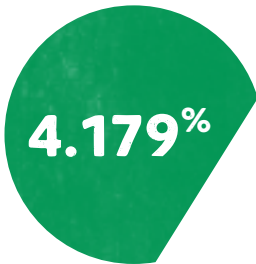
Our employees are the heart of the Association and our commitment to gender equality is one of the key principles we drive within the workforce.

'A better world – equal, democratic and just; through adult education the WEA challenges and inspires individuals, communities and society'

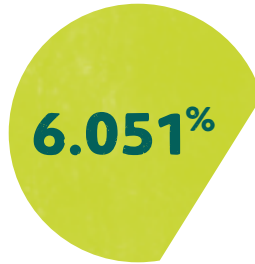
Our values: democratic, equal, inclusive, accessible and gender equality.

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**Mean  
(average)**



**Median  
(middle)**



Our median gap (middle gap rate) is **6.05%** and mean gap (average of overall rate figure) is **4.179%**.

Last year the UK national median gender pay gap was 18.4% and mean gender pay gap was 17.4%. (office of national statistics).

# What is the gender pay gap?

The gender pay gap measures the difference between women's and men's earnings across the business by showing women's pay as a percentage of men's pay.

The gender pay gap is different to equal pay, this refers to women and men receiving equal pay for equal work.

## Proportion of employees in each pay quartile

 Male     Female

### Upper



### Upper middle



### Lower middle



### Lower



## About the data

Our gender pay reports are based on pay data from March 2017- March 2018.

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