

## Introduction

This report sets out the gender pay gap for United Learning, explains the key causes of the gap and sets out our plans and aspirations to address it.

United Learning is committed to fairness and equal treatment of all colleagues at work and we therefore view the gender pay gap with concern. We recognise the value of this data in challenging us to examine our practice, to identify barriers or obstacles that we need to remove and to look for areas where we can improve.

## What is the gender pay gap?

The gender pay gap is the difference in average earnings between men and women regardless of the nature of their work. This is a broader concept than 'equal pay' which means that men and women doing the same work or work of equivalent value must be paid the same.

The following shows the gender pay gap at United Learning at the 'snapshot' date (31st March 2017 for ULT and 5th April 2017 for UCST). The gap is largely due to proportionately more women working in less senior and part time support roles.

## Gender pay gap at a glance



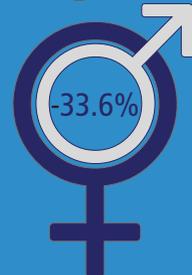
**Mean pay** for men is 14.3% higher than that of women.



**Median pay** for men is 16.5% higher than that of women.

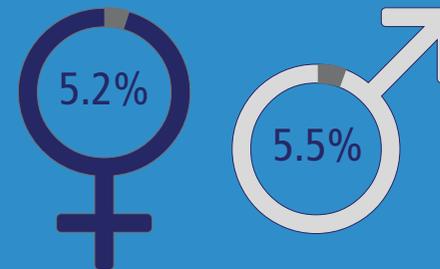


**Mean bonus pay** for women is 6.7% higher than that of men.



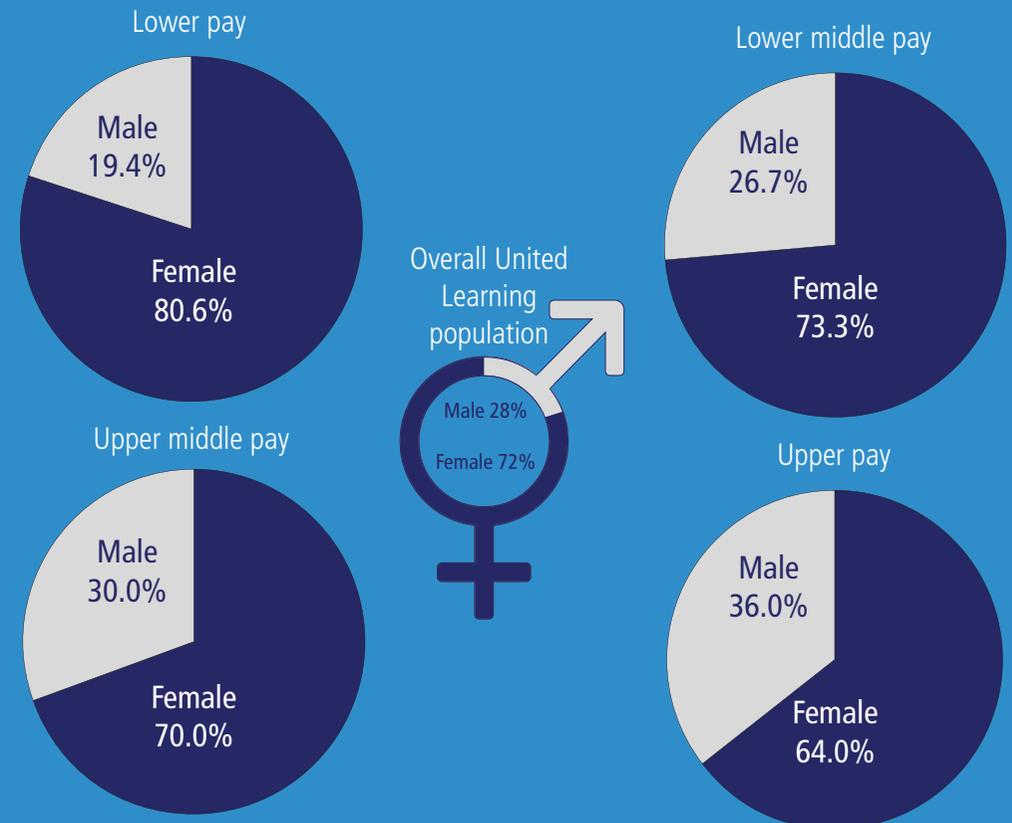
**Median bonus pay** for women is 33.6% higher than that of men.

## Percentage of women and men receiving a bonus



Bonus payments do not form a significant part of our pay and reward strategy and our distribution of bonuses is well balanced. Consequently our focus will be on hourly pay, although we will continue to monitor and provide guidance on equitable application of bonuses.

## Population by hourly pay quartiles



## Understanding the gender pay gap

73% of the gender pay gap can be attributed to four major components:

**Seniority of role** – women are more likely to be working in less senior roles

**Type of role** – our whole workforce is predominantly female, but the proportion of women in support roles is even higher than in teaching roles

**Working pattern** – women are more likely to be working part time and part time roles are more common in the lower pay quartiles

**School phase** – women are more likely to be working in the primary phase where average salaries tend to be lower

A residual gender pay gap of 3.8% is not attributable to these factors. A number of factors contribute to this residual gap, including location of workplace, level of qualifications and experience, and additional responsibility taken alongside role. As part of our action plan we will be working to identify as far as possible any additional factors contributing to our gender pay gap so these can be appropriately addressed.

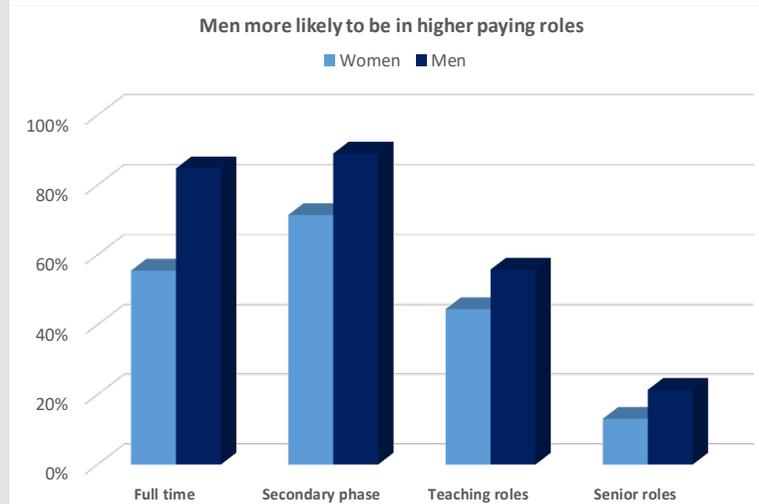
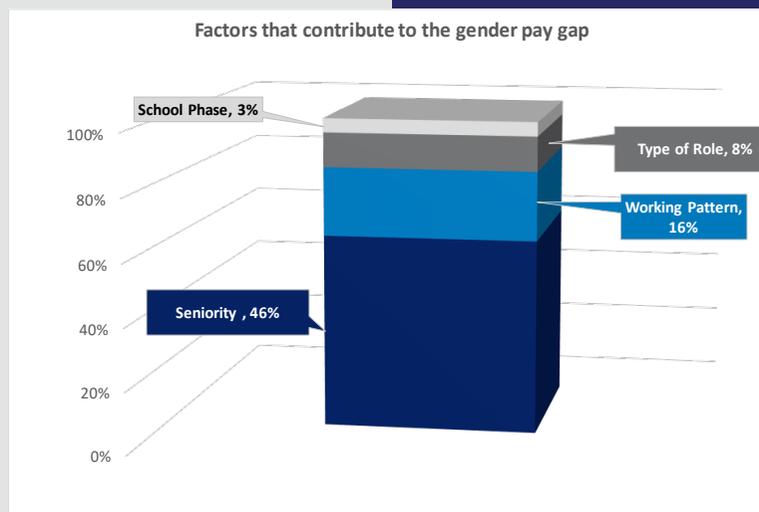
## Eradicating the gender pay gap

The United Learning gap compares favourably to the national median gender pay gap of 18.4%. While this reflects our commitment to equality and fairness, we remain dissatisfied and will work to reduce it further. We recognise that societal and sectoral factors beyond the control of any single employer contribute to the gap and will look to work with others in education and beyond to play our part in tackling these problems.

## Progression – more women in leadership

What we currently do: comprehensive leadership and talent programmes, mentoring and professional development programmes to support development and progression of all staff. Positive female representation in senior roles (4 of 7 members of the Executive Team and 53% of headteachers are female) – though still below the proportion of women in our workforce.

What we will do: review our current leadership development and talent pipeline approaches, looking particularly to ensure that talented women are encouraged and supported to think of leadership roles from early in their career, that women are given the same early career challenges and opportunities as men, that leadership roles are designed to be open to women returning from maternity leave or seeking flexible working, and that we identify and eliminate as far as possible visible and invisible obstacles to women taking leadership positions.



## Culture – more flexibility in the workplace

What we currently do: generous maternity, paternity and shared parental leave policies; good examples of flexible working including in some of our most senior roles.

What we will do: actively promote our family friendly policies and ensure that women and men taking advantage of them are visibly valued, able to contribute and supported to return to work and progress in their careers; consider how best to extend flexible working in teaching roles and especially in more senior roles, carrying out specific work with schools to test and trial approaches to flexible working.

## Employment Practices – inclusive recruitment and reward

What we currently do: Operate consistent and best practice recruitment and selection policies and provide training on their application. Our pay strategy is competitive, and our pay policies are monitored annually and supported by additional equality guidance.

What we will do: Review our recruitment process and provide additional guidance on avoiding unconscious bias at both attraction and selection stages. Continue to develop our clear and competitive pay and reward strategy, in particular by launching our new pay structure for school support staff. Consider how to attract more men into primary education and into support staff roles.

## Statutory Disclosures

United Learning is composed of two employing entities, ULT and UCST. Whilst this narrative deals with the combined statistics and approach, the gender pay reporting legislation requires that the figures are provided separately for each of these entities. This is provided below.



### United Learning Trust (Academies)

Mean hourly pay gap: 14.7%  
 Median hourly pay gap: 16.9%  
 Mean bonus pay gap: -13.8%  
 Median bonus pay gap: 0.0%  
 Proportion of male employees who received a bonus: 5.73%  
 Proportion of female employees who received a bonus: 5.35%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
80.9	19.1	74.3	25.7	67.3	32.7	62.5	37.5

### United Church Schools Trust (Independent Schools and Central Offices)

Mean hourly pay gap: 14.2%                      Median hourly pay gap: 13.2%  
 Mean bonus pay gap: 8.51%                      Median bonus pay gap: 0.0%  
 Proportion of male employees who received a bonus: 4.75%  
 Proportion of female employees who received a bonus: 4.67%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
80.9	19.1	72.7	27.3	76.5	23.5	64.5	35.5

## Declaration from Jon Coles, Chief Executive

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.