

# Gender Pay Gap Report 2020

## 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.

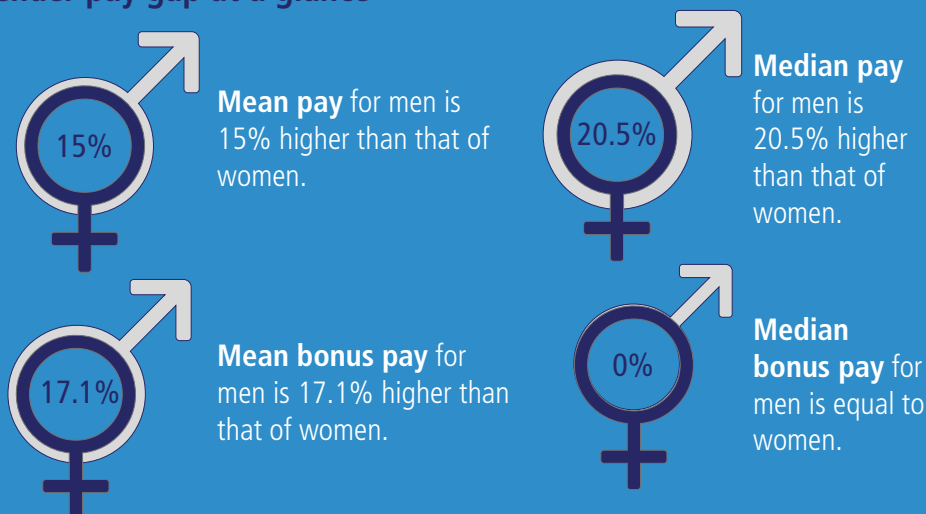
United Learning is committed to fairness and equal treatment of all colleagues at work and we therefore view the gender pay gap with concern. We recognise the value of this data, the insights it yields and the opportunity to challenge ourselves and build on our current good practice.

## What is the gender pay gap?

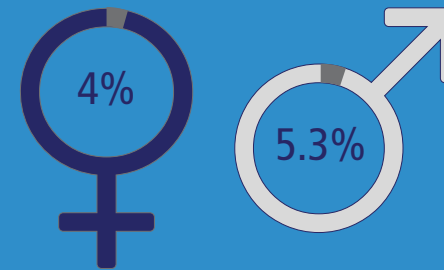
Gender pay is not the same as Equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing the same, similar or equivalent work must be paid the same.

The following shows the Gender Pay Gap at United Learning at the 'snapshot' date (31st March 2020 for ULT and 5th April 2020 for UCST). The gap is largely due to proportionately more women working in less senior and part time support roles. We are confident that we pay men and women the same for carrying out the same roles.

## Gender pay gap at a glance

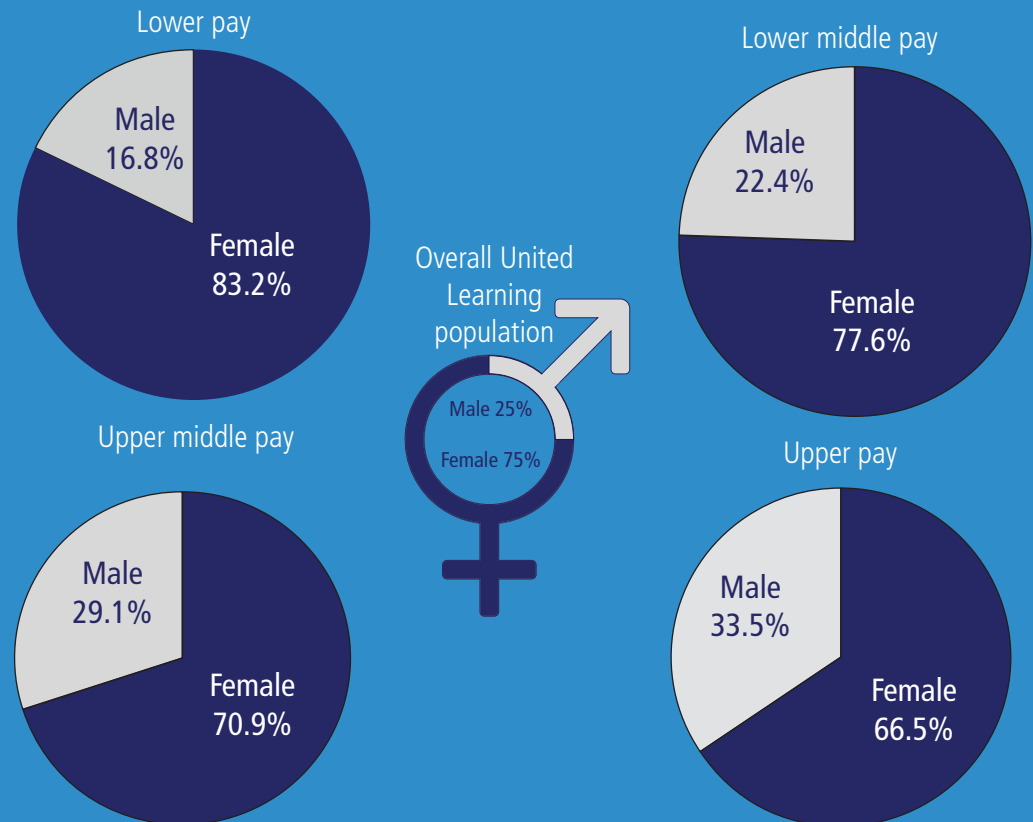


## Percentage of women and men receiving a bonus



Bonus payments do not form a significant part of our pay and reward strategy and our distribution of bonuses is well balanced. Furthermore, the number and value of bonus awards are generally small, making the data liable to annual fluctuations. 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

76% of the gender pay gap can be attributed to three major components:

- Seniority of role – women are more likely to be working in less senior roles. This has by far the largest influence on the pay gap.
- Working pattern – women are more likely to be working part time and part time roles are more common in the lower pay quartiles.
- Type of role – our workforce is predominantly female, but the proportion of women in support roles is higher than in teaching roles, and average salaries for teaching roles tend to be higher.

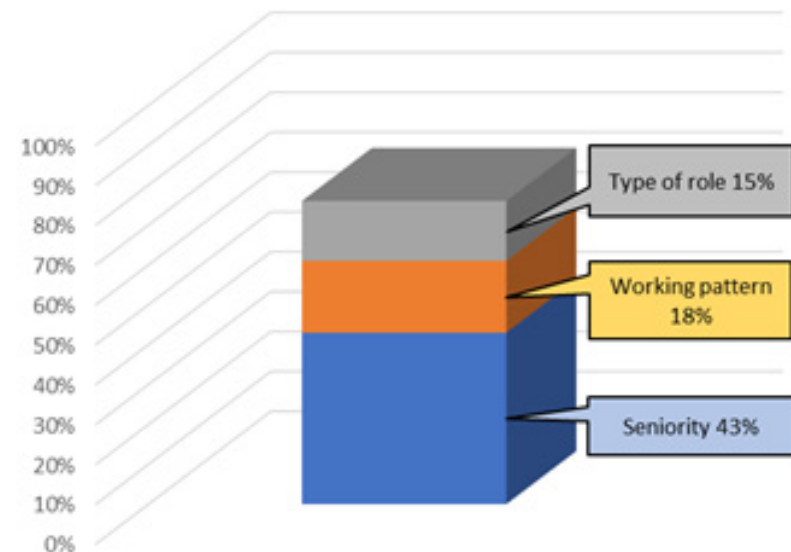
This year, United Learning has seen an increase in the overall median pay gap from 18.9% to 20.5%, with similar increases observed in the individual data for our academies and independent schools. Whilst United Learning still compares favourably with the pay gap elsewhere in the education sector, we are disappointed with this increase.

United Learning's continued organisational growth means that our staff group is not consistent and it can take time for our pay gap strategies to embed in new schools, making year to year comparisons problematic for a growing organisation. United Learning incorporated several new schools over the past year and, if these are removed from the pay gap data, our mean pay gap actually reduces – by 0.7% overall.

To understand and challenge our pay gap further, in-depth analysis was undertaken this year to break the pay gap down by different groups of staff and levels of seniority. This then enabled us to run data simulations to test out the practical changes that would be necessary within our workforce to enact a positive change to our Gender Pay Gap. This analysis suggests:

- The overall pay gap is strongly influenced by the trend for male employees to hold higher paid roles than female, with 7 of the 9 highest paid job groups having a staffing distribution in favour of males.
- Female Headteachers and Deputies tend to work more in the Primary sector, where salaries are lower when compared with Secondary and All-Through schools.
- Teaching Assistants form one of the largest staffing groups in the organisation, however salaries typically fall within the lower pay quartiles and females are nearly 4 times as likely as males to work in this role.

## Factors that explain the gender pay gap



## Eradicating the gender pay gap

The current pay gap is unacceptable. It does not reflect our commitment to equality and fairness and we are committed to bringing about change. We recognise that societal and sectoral factors beyond the control of any single employer contribute to the gap and we will continue our work with others in education and beyond to address this imbalance.

Over the past year we have taken the following steps to address the Gender Pay Gap:

- Launched our Recruitment and Retention handbook and resources, which provide a wealth of guidance and support to enable schools to implement best practice approaches around diverse recruitment, career progression, flexible working, staff wellbeing, and equitable pay approaches.
- Launched our CPD Handbook and completed a review of CPD provision across the Group to support the progression and development of all staff. The Headteachers' induction process has also been revised to ensure all colleagues receive the support and information they need to succeed from the beginning of their leadership career with us.
- Analysed data from our annual staff survey by staff characteristics to determine whether there are specific barriers to some groups of staff remaining with and/or progressing within United Learning and seeking solutions to the findings.

The analysis into the drivers of the pay gap this year have enabled us to develop a targeted action plan to focus our response to the Gender Pay Gap. It is therefore our intention to:

1. Review our recruitment approach to ensure the language, imagery and placement is appropriate for both genders, with the aim to attract more males into traditionally female roles such as Teaching Assistants and primary school teachers, and more females into male-dominated roles such as facilities and leadership positions.
2. Consult with key stakeholders, including the Professional Development Team and Diversity and Inclusion Oversight Group, to develop and implement specific actions to increase the number of female colleagues moving into leadership positions, particularly in larger Primary and Secondary/All Through schools.
3. The pay gap for Primary leadership is relatively high due to males disproportionately holding positions in our larger and London based primary schools. We will therefore conduct a deep-dive into the causes of this and respond to the findings.
4. Develop guidance for schools ahead of the pay progression round regarding equitable progression, in terms of both the gender balance and value of award.
5. Review the role of schools in understanding their local pay gap to engender ownership and enable schools to influence staffing distribution and salary levels that would not be achievable from the centre.

## 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: 15.9%      Median hourly pay gap: 20.8%  
 Mean bonus pay gap: 28.0%      Median bonus pay gap: 26.0%  
 Proportion of male employees who received a bonus: 5.0%  
 Proportion of female employees who received a bonus: 4.1%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
83.9	16.1	78.2	21.8	70.6	29.4	65.5	34.5

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

Mean hourly pay gap: 12.6%      Median hourly pay gap: 13.4%  
 Mean bonus pay gap: -8.6%      Median bonus pay gap: 0.0%  
 Proportion of male employees who received a bonus: 6.1%  
 Proportion of female employees who received a bonus: 3.9%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
81.4	18.6	75.6	24.4	72.6	27.4	68.8	31.2

## 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.

