

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.

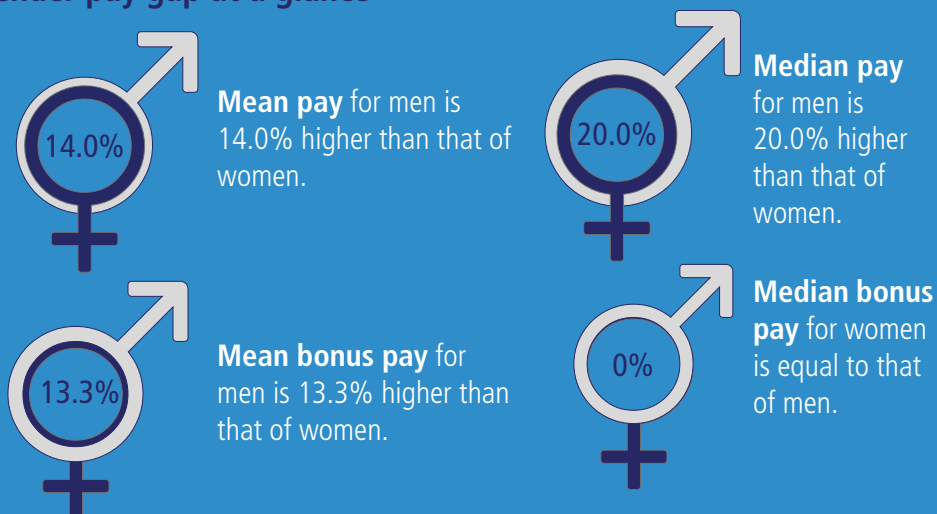
United Learning is committed to fairness and equal treatment of all colleagues at work and we therefore view the gender pay gap with concern. We recognise the value of this data, the insights it yields and the opportunity to challenge ourselves and build on our current good practice.

What is the gender pay gap?

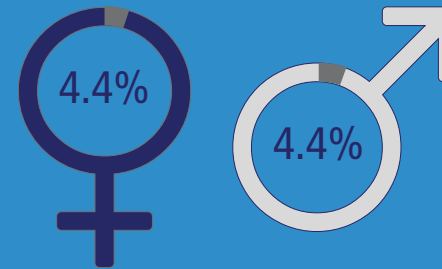
Gender pay is not the same as equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing the same, similar or equivalent work must be paid the same.

The following shows the gender pay gap at United Learning at the 'snapshot' date (31st March 2018 for ULT and 5th April 2018 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

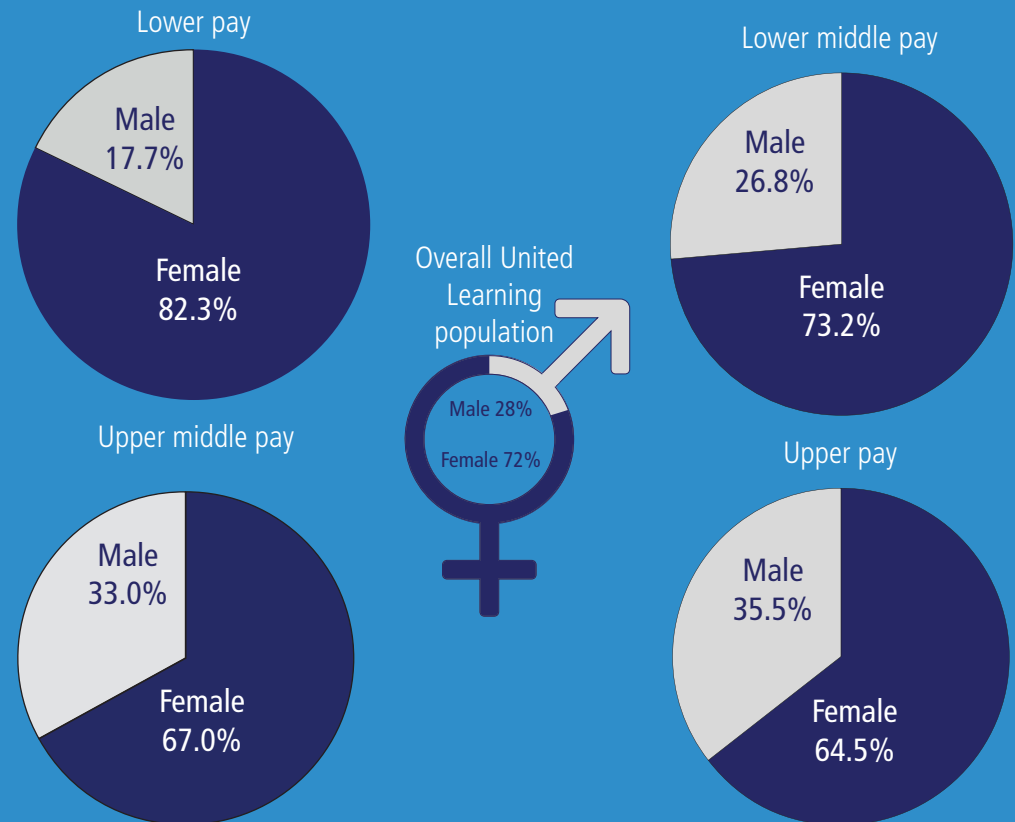


Percentage of women and men receiving a bonus



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 is typically 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

74% of the gender pay gap can be attributed to four major components:

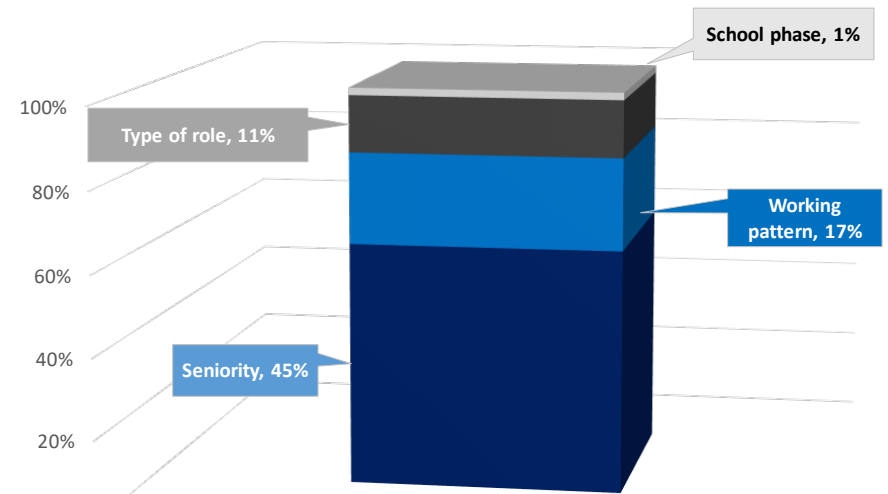
- Seniority of role – women are more likely to be working in less senior roles
- Type of role – our whole workforce is predominantly female, but the proportion of women in support roles is even higher than in teaching roles
- Working pattern – women are more likely to be working part time and part time 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

Overall, the pay gap at United Learning has remained fairly stable, with the main contributing factors remaining the same. We have seen a reduction in the pay gap in our independent schools (median 13.2% to 10.3%) over the past year and we welcome this as the start of a journey in the right direction. However we are disappointed with the increase to the median pay gap for our academies (16.9% to 21.9%) and United Learning overall (16.5% to 20.0%). This is due to an increase in men in teaching roles, where average salaries tend to be higher; men still progressing to more senior positions at a faster rate than women; and United Learning's incorporation of several new schools over the past year. Indeed our organisational growth means that our staff group is not constant and it can take time for United Learning's pay gap strategies to embed in new schools, making year to year comparisons problematic for a growing organisation. However we will utilise this position to highlight the importance of this issue and drive forward practices that will support greater equality at work.

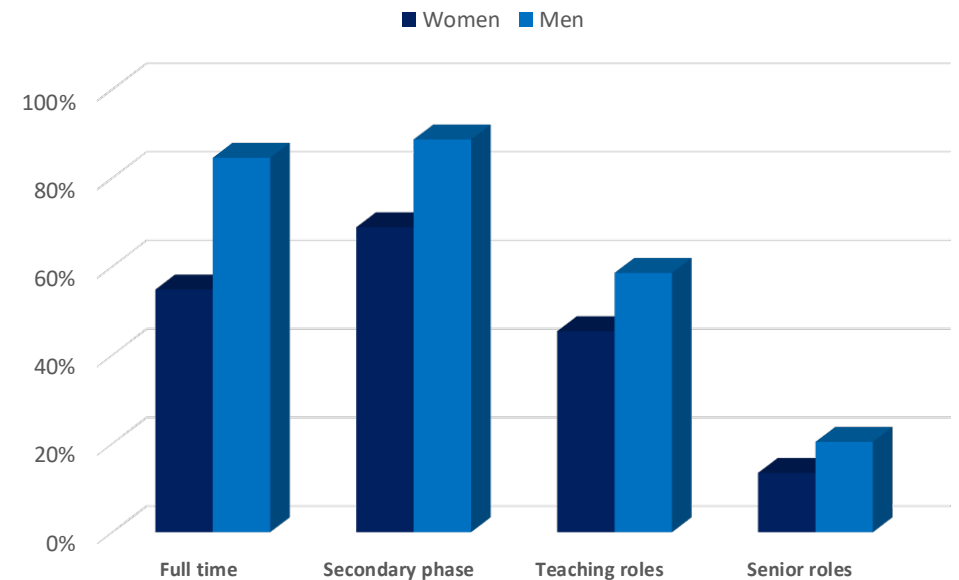
Eradicating the gender pay gap

Whilst United Learning's gender pay gap compares favourably with the education sector, reflecting our commitment to equality and fairness, we remain dissatisfied. The current pay gap is unacceptable 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 play our part in tackling these problems.

Factors that explain the gender pay gap



Men more likely to be in higher paying roles



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 out of 7 of our Executive Team and 55% (an increase of 2% since 2017) of our Head Teachers 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. Explore career mentoring and coaching for women at senior levels, including those returning from family leave.

Culture – more flexibility in the workplace

What we currently do: generous maternity, paternity and shared parental leave policies; good examples of flexible working including some of our most senior roles. Working with Timewise to conduct a thorough review of flexible working practice in our schools to encourage and enable greater uptake of flexible working, particularly in teaching and senior roles. A group of schools are now piloting this work.

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; continue our work on flexible working, including testing and trialling approaches in our schools and identifying and disseminating good practice; ensure recruitment practice supports a flexible workforce.

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. Additional guidance has been launched this year to ensure recruitment and selection processes are inclusive and do not unintentionally discourage men and/or women. During the year our Chief Executive, Executive team, Regional Directors and People team all went through a Diversity and Inclusion programme, which included 1-1 mentoring for senior leaders on inclusive leadership. In May 2019, the senior leadership team will follow this training up with a specific Diversity and Inclusion action plan for the Trust, which will include a focus on women and BAME staff in leadership. Our pay strategy is competitive, and our pay policies and monitored annually and supported by additional equality guidance.

What we will do: Continue to review our recruitment process and provide additional guidance and training to the wider Group on diversity and inclusion at both attraction and selection stages. Continue to develop our clear and competitive pay and reward strategy, in particular by finalising the launch of 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: 15.9% Median hourly pay gap: 21.9%
Mean bonus pay gap: 25.6% Median bonus pay gap: 50.0%
Proportion of male employees who received a bonus: 4.01%
Proportion of female employees who received a bonus: 3.84%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
81.1	18.9	69.4	30.6	76.1	23.9	60.0	40.0

United Church Schools Trust (Independent Schools and Central Offices)

Mean hourly pay gap: 10.1% Median hourly pay gap: 10.3%
Mean bonus pay gap: 6.09% Median bonus pay gap: 0.0%
Proportion of male employees who received a bonus: 5.36%
Proportion of female employees who received a bonus: 5.78%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
79.9	20.1	70.9	29.1	69.8	30.2	67.6	32.4

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.

