

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.

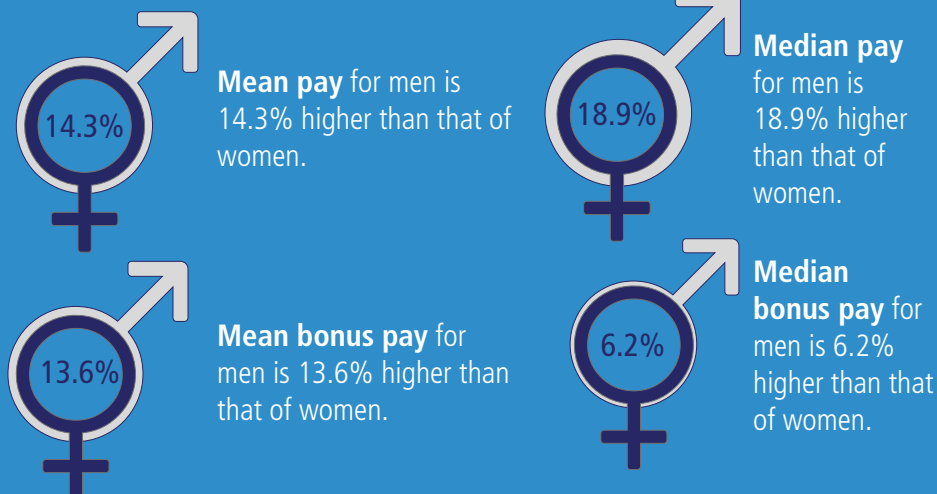
United Learning is committed to fairness and equal treatment of all colleagues at work and we therefore view the gender pay gap with concern. We recognise the value of this data, the insights it yields and the opportunity to challenge ourselves and build on our current good practice.

What is the gender pay gap?

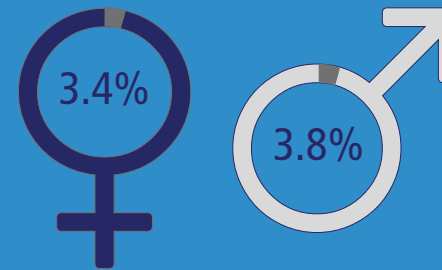
Gender pay is not the same as equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing the same, similar or equivalent work must be paid the same.

The following shows the gender pay gap at United Learning at the 'snapshot' date (31st March 2019 for ULT and 5th April 2019 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

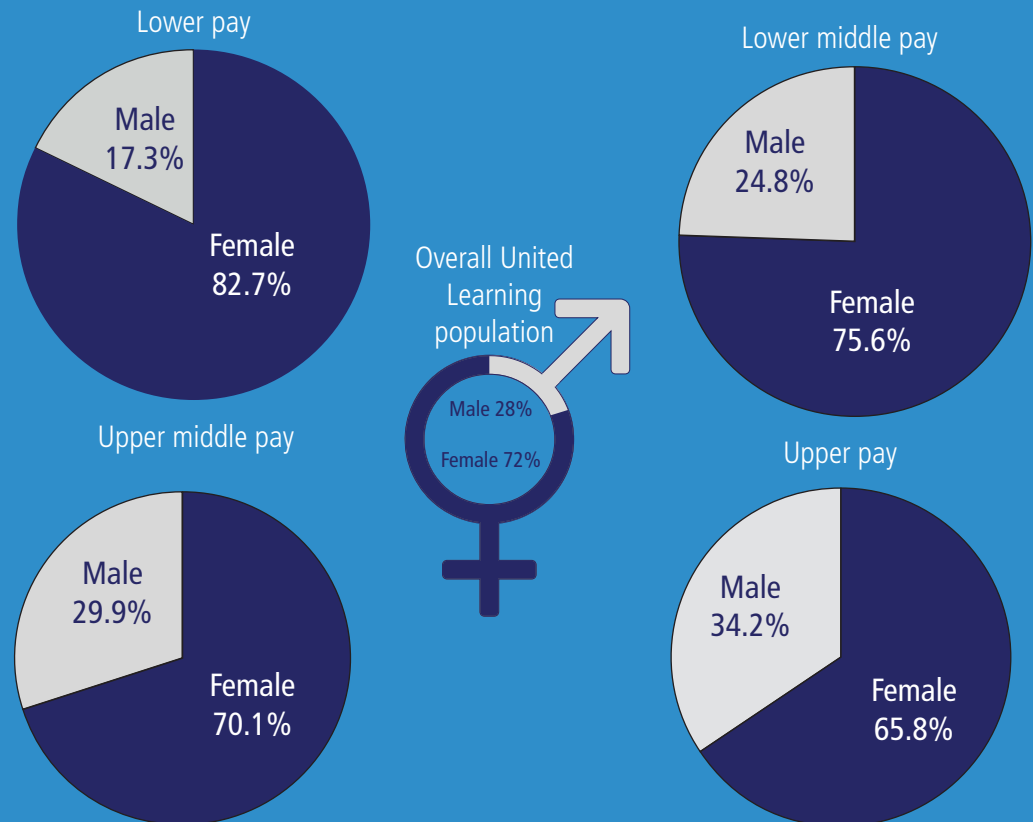


Percentage of women and men receiving a bonus



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

77% 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
- 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 whole workforce is predominantly female, but the proportion of women in support roles is even higher than in teaching roles, and average salaries for teaching roles tend to be higher

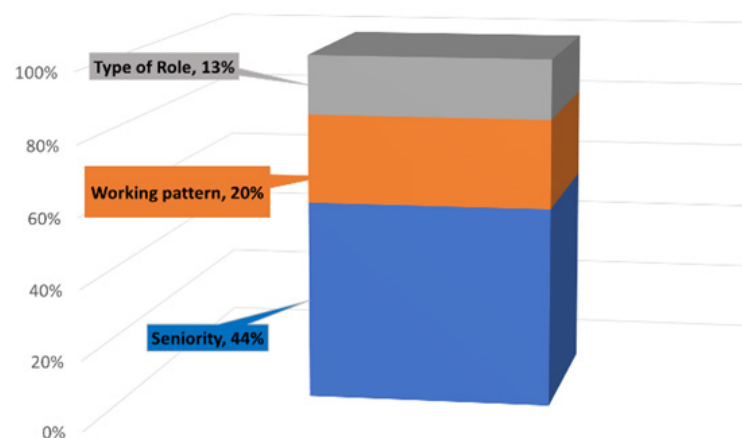
This year, United Learning has seen a reduction in the overall median pay gap from 20.0% to 18.9% and we welcome this as the start of a journey in the right direction. This positive trend can also be seen in our academies, where the median pay gap has decreased from 21.9% to 18.5%. However we are disappointed with the increase to the median pay gap for our independent schools (10.3% to 12.3%), but we are encouraged that the pay gap still remains considerably below the national and education industry norms and still shows improvement from the 2017 position (13.2%).

The reduction in our gender pay gap over the past year can be attributed to a slight decrease in the average male salary compared to an increase in the average female salary, which is particularly evident in part-time and support staff roles. The percentage of women working in senior roles has also increased from 13.5% to 14.7%. A promising shift can be seen in relation to part-time working with an increase in part-time teaching roles and women working part-time in senior roles, which has increased significantly from 12% to 16.3%. This is an encouraging picture and suggests that our focus on enabling and supporting women's progression within the organisation is having an impact.

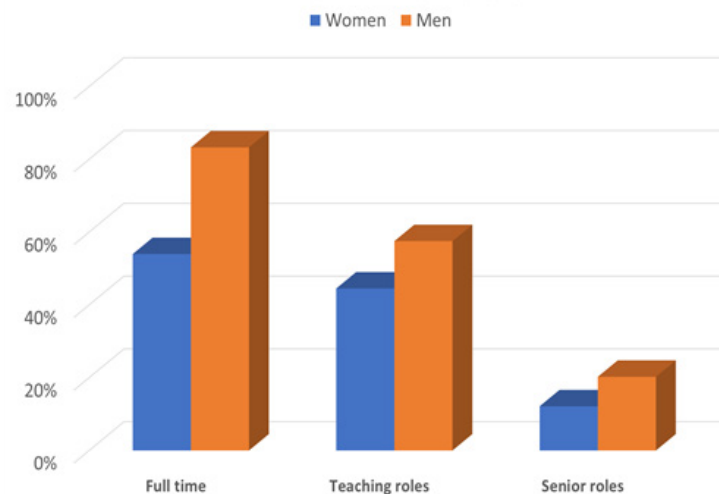
United Learning's continued organisational growth means that our staff group is not consistent and it can take time for our pay gap strategies to embed in new schools, making year-to-year comparisons problematic for a growing organisation. United Learning incorporated several new schools over the past year and, if these are removed from the pay gap data, it is interesting to note that our mean pay gap actually reduces further – by 0.4% overall and 0.6% in academies (there is no change for independent schools).

We are encouraged by this move in the right direction, but recognise it is only the beginning of the journey and we will continue to drive forward practices that will support greater equality at work.

Factors that explain the gender pay gap



Men more likely to be in higher paying roles



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.

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. Two new development programmes have been launched this year. Positive female representation in senior roles - 3 out of 6 of our Executive Team and 57% (an increase of 4% since 2017) of our headteachers are female, rising to 79% in our primary phase.

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. We have continued to work with Timewise and our group of pilot schools to encourage and enable greater uptake of flexible working, particularly in teaching and senior roles. A new Flexible Working Policy has been launched, along with practical supplementary guidance for both staff and school leaders. 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. United Learning have continued to build on the Diversity and Inclusion programme run in 2018/19 by developing a Diversity and Inclusion action plan for the Trust focusing on women and BAME staff in leadership. A review of all our advertising materials is currently underway to ensure the language, imagery and tone is inclusive and authentic. Our pay strategy is competitive, and our pay policies monitored annually and supported by additional equality guidance. Our new pay framework for school support staff has been launched and received positively.

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 and consider how to attract more men into primary education and into support staff roles.

During 2020 we will be launching our revised Recruitment and Retention Strategy which encapsulates many of the actions in the three sections above, such as enabling flexible working at all levels of the organisation, supporting women returning from family leave, ensuring inclusive recruitment practices and removing barriers to progression. We will be supporting schools to effectively implement change through guidance booklets, online learning, practical tips and case studies.

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: 15.6% Median hourly pay gap: 18.5%
Mean bonus pay gap: 26.3% Median bonus pay gap: 0.0%
Proportion of male employees who received a bonus: 2.4%
Proportion of female employees who received a bonus: 2.2%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
83.6	16.4	76.1	23.9	69.1	30.9	64.4	35.6

United Church Schools Trust (Independent Schools and Central Offices)

Mean hourly pay gap: 11.2% Median hourly pay gap: 12.3%
Mean bonus pay gap: 10.3% Median bonus pay gap: 0.0%
Proportion of male employees who received a bonus: 7.8%
Proportion of female employees who received a bonus: 6.5%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
79.7	20.3	74.5	25.5	73.2	26.8	69.2	30.8

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.