

Gender Pay Gap Report 2023

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.

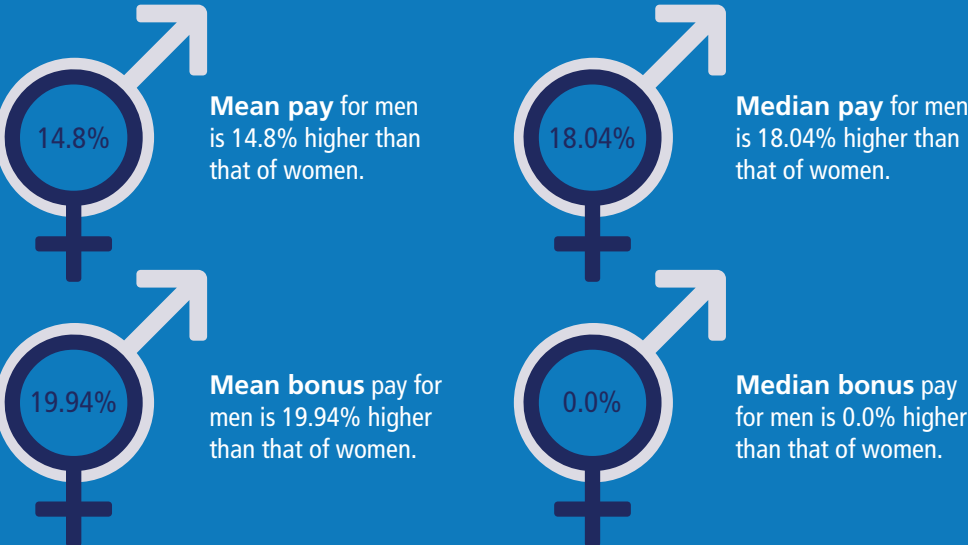
United Learning is committed to fairness and equal treatment of all colleagues at work, and we therefore view the gender pay gap with concern. We recognise the value of this data, the insights it yields and the opportunity to challenge ourselves and build on our current good practice.

What is the gender pay gap?

Gender pay is different from 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 2023 for ULT and 5th April 2023 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

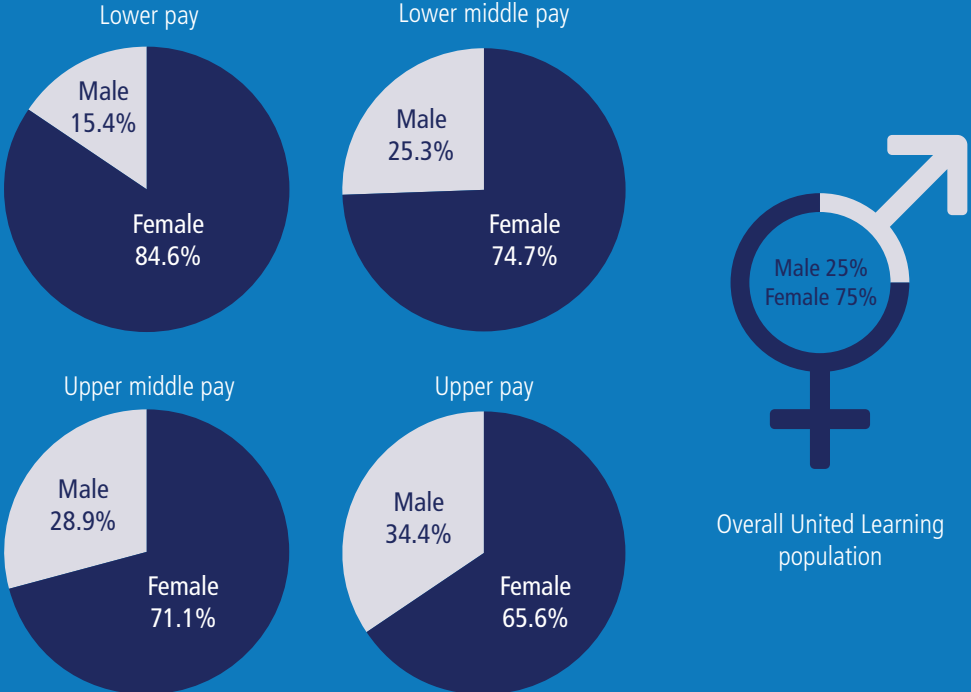


Percentage of women and men receiving a bonus

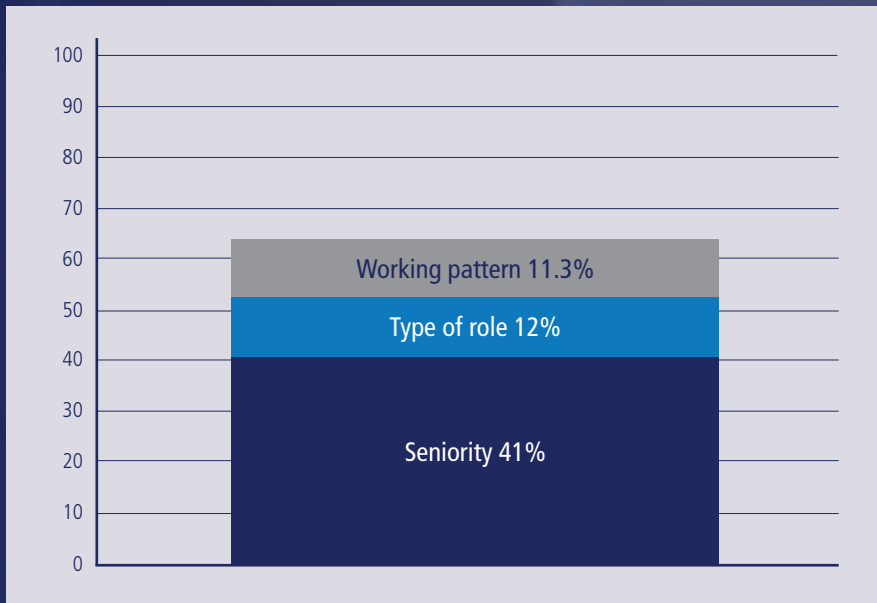


In 2023 there was a significant reduction in the bonus pay gap with the mean falling from 31% to 19.9%. The median was retained at 0.0%. In recent years, there has been an increase in the percentage of the workforce receiving a bonus and this is likely in response to the pandemic and schools wanting to reward staff for their hard work during challenging times, in addition to normal pay progression methods. Bonus payments remain a small part of our pay and reward strategy and our distribution of bonuses is well balanced between the genders and consistent within different staffing groups. We will continue to monitor and provide guidance on equitable application of bonuses.

Population by hourly pay quartiles



Understanding the Gender Pay Gap at United Learning



The majority of the gender pay gap can be explained by 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.
- **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.
- **Working pattern** – women are more likely to be working part-time and part-time roles are more common in the lower pay quartiles.

This year, the overall United Learning median pay gap decreased slightly from 18.2% to 18.04%. The median pay gap in our independent schools reduced from 11.1% to 10.1% and we have also seen a reduction in our academies median pay gap from 20.2% to 19.5%. Whilst compared to elsewhere in the education sector, the pay gap for United Learning is positively lower, we recognise that there is still more to be done to reduce our pay gap and support greater equality at work.

The continued growth of United Learning means that our staff group is not consistent, and it can therefore take time for our pay gap strategies to embed in new schools, making year-on-year comparison challenging. United Learning has incorporated five new schools over the past year and, if these are removed from the pay gap data our mean pay gap reduces further by 0.6% overall.

To understand and challenge our pay gap further, we continue to build on the in-depth analysis undertaken in recent years to examine the pay gap by different groups of staff and levels of seniority. This enables us to put in place targeted actions to reduce the gap and 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.

Key findings from our analysis:

- The improvement in the pay gap for support staff can partly be attributed to the significant and continued increases made to the United Learning minimum pay rate in recent years. This will also have had a positive impact on the part-time gender pay gap, since the majority of part-time workers are female support staff.
- The individual pay gaps for different staffing groups are generally well below the gender pay gap for the group, suggesting that the overall pay gap is strongly influenced by the trend for male employees to hold higher paid roles than females rather than high pay gaps within staffing groups.
- 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 continue to form one of the largest staffing groups in the organisation, however salaries typically fall within the lower pay quartiles and females are nearly 13 times as likely as males to work in this role.

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.

United Learning have developed an action plan which has been implemented and includes:

- Improve approach to flexible working across United Learning as part of our flexible working strategy to drive more flexible working in senior and teaching roles.
- Greater visibility of gender pay gap and our action plan via targeted communications/discussions with Senior Leaders in schools.
- Improving pay progression data and analysis and visibility of this prior to pay moderation processes to enable discussions and action at both school and group level.
- Promote relevant R&R guidance and provide inclusive recruitment training to schools to improve end to end processes.
- Continue to deliver leadership and professional development programmes to support the development and progression of all staff.
- HR Business Partners working with schools to review staff salaries and pay progression.

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: 15.28% Median hourly pay gap: 19.51%
 Mean bonus pay gap: 24.76% Median bonus pay gap: 0%

Proportion of male employees who received a bonus: 14.2%
 Proportion of female employees who received a bonus: 12.27%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
85.7	14.3	75.1	24.9	70.3	29.7	64.6	35.4

United Church Schools Trust (Independent Schools and Central Offices)

Mean hourly pay gap: 13.5% Median hourly pay gap: 10.1%
 Mean bonus pay gap: 7.4% Median bonus pay gap: 0%

Proportion of male employees who received a bonus: 5.1%
 Proportion of female employees who received a bonus: 5.9%

Hourly Pay Quartiles							
Lower		Lower Middle		Upper Middle		Upper	
Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
82.0	18.0	73.0	27.0	75.2	24.8	68.0	32.0

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.

