

Gender pay gap report 2023/24

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WEA

Adult Learning
Within Reach

Foreward from Simon Parkinson, CEO & General Secretary WEA

The gender pay gap is a measure showing the percentage difference between the average earnings of men and women within an organisation.

Our latest pay gap report is based on a snapshot taken on 5 April 2023 and shows that the average/mean gender pay gap at the WEA equates to 3.7% as a percentage of men's pay. This is below the national mean gender pay gap of 7.7%

Our median pay gap this year is 4.0%

Wherever possible, we will try to minimise the gap. We continue to liaise with expert organisations, such as Investors in People; Investors in Diversity; our internal EDI working group; and the Black Leadership Group, to act on best practice.

We must ensure the WEA is a place that empowers and supports all our people – from colleagues to our learners.



A handwritten signature in green ink that reads "S. A. Parkinson". The signature is fluid and cursive.

CEO and General Secretary
of the WEA.

Background and context

This report provides a breakdown of the WEA's gender pay gap based on the reporting requirements set out by the government.

The purpose of gender pay reporting is to show the difference between the average earnings of men and women. The submission of this data is required on an annual basis for all organisations that employ over 250 people.

There are six calculations that an employer is required to report on. These are:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The WEA does not pay bonuses and so those calculations are not relevant here.

Scope of report

The data for this exercise has been taken from April 2023 which includes the snapshot date of 5 April 2023.

In line with the government requirements, the data includes all employees working at the snapshot date. Employees being defined as; people who have a contract of employment with us - workers and agency workers (those with a contract to do work or provide services for us).

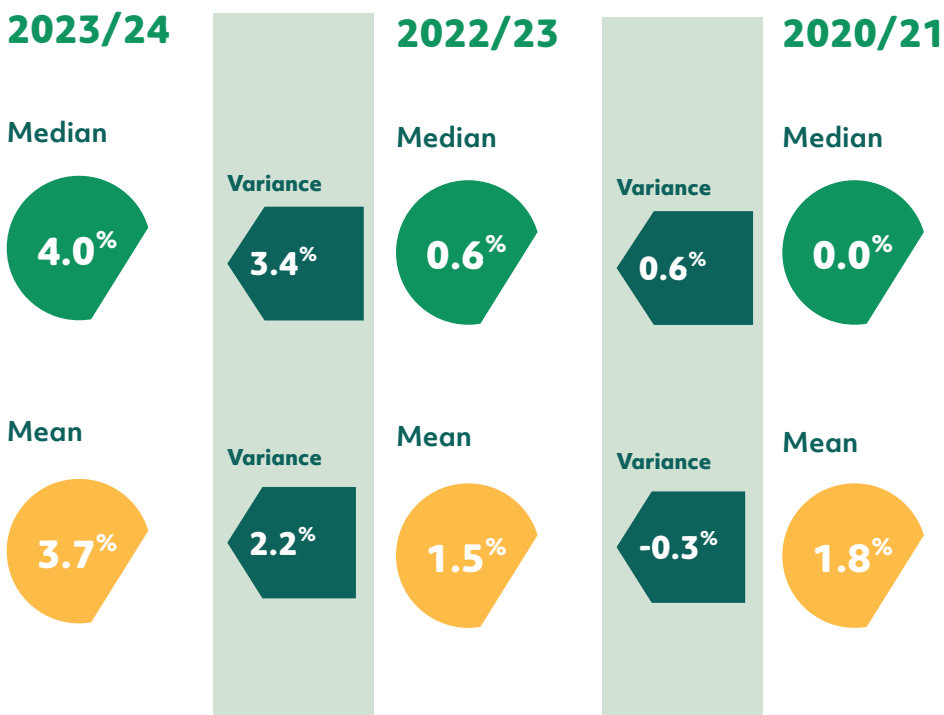
For workers who do not have a regular number of weekly working hours an average of the number of hours worked over the preceding 12-week period has been taken.

What is our gender pay gap

The mean gender pay gap equates to 3.7% of males' pay.
The median gender pay gap equates to 4.0% of males' pay.

The mean hourly rate for male full-pay relevant employees is £23.47.
The mean hourly rate for female full-pay relevant employees is £22.60.
The mean gender gap equates to 3.7% as a % of male pay.

The median hourly rate for male full-pay relevant employees is £25.62.
The median hourly rate for female full-pay relevant employees is £24.59.
The median gender gap equates to 4.0% as a % of male pay.



Proportion of employees in each quartile

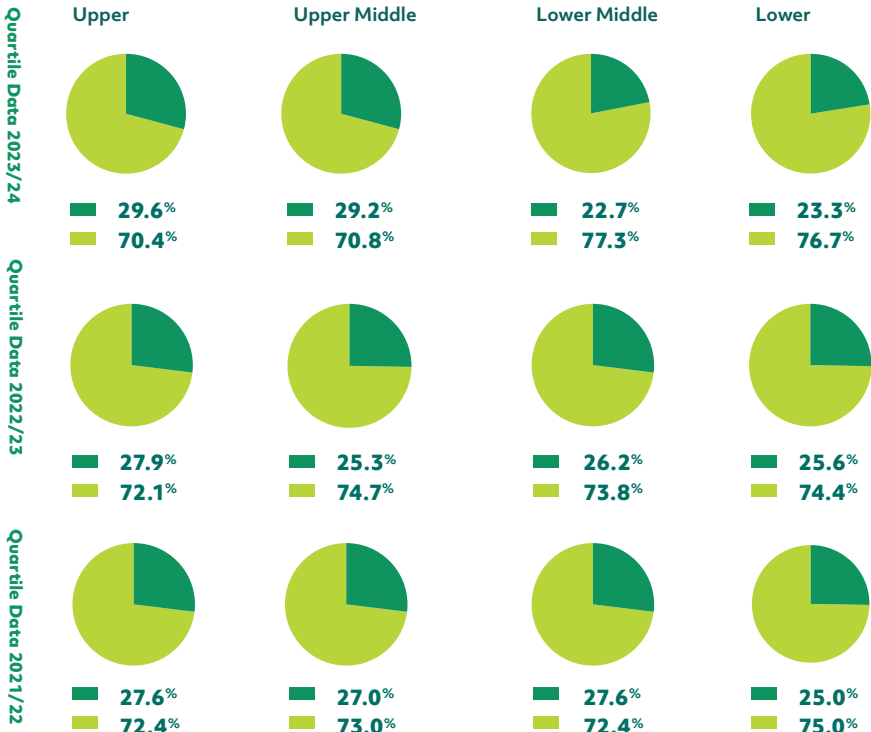
For the purposes of the report, we're required to split our employees into four quartiles dependent on pay.

The upper quartile represents the 25% highest paid employees in our organisation and so forth.

This shows the distribution of men and women in the WEA. Our data shows that while there are significantly more women than men working for us, they are fairly equally distributed across the first four quartiles.

Proportion of employees in each quartile

Male Female



Why has our gender pay gap changed?

This report shows our gender pay gap has grown since last year.

This year's data shows an increase in men in the upper and upper middle quartiles compared to the two lower quartiles – ultimately tipping the balance that more men are in higher paid roles.

The data relating to women reflects the opposite, to show a higher proportion of women represented in the lower quartiles – again, tipping the balance that more women are in lower paid roles.

What are we doing to close the gender pay gap?

The WEA's vision is for: "A better world – equal, democratic and just; through adult education the WEA challenges and inspires individuals, communities and society".

We pride ourselves on being a force for social change and closing the gender pay gap is very much a part of that vision. Some of the measures we have in place to work towards equality across all of society are discussed below.

Investors in Diversity

This year, following a rigorous accreditation process, we have successfully been awarded an Investors in Diversity (IID) award from the National Centre of Diversity (NCfD). This is a real achievement and reflects WEA's commitment to our EDI journey.

All contributions towards this award have been invaluable, including developing awareness of FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) principles in teams; and staff attending training and sharing lived experiences.

Investors in People

We are building on last year's Investors in People Silver Award. We are constantly looking at how we can support and invest in our people, including continuing to follow best practice. Over the last year we were particularly focussed on succession planning and talent management, to support the development and progression of our colleagues.

Having gender balance on our Leadership team

The balance of our Leadership team is 60%/40% with five women and four men respectively.

Black Leadership Group affiliation

We have recently partnered with the Black Leadership Group, a not-for-profit company formed in 2020 that tackles systemic racism within UK society, especially within Further Education.

The group led a workshop in November 2023 for ELT members and colleagues with lived experience, where the WEA became more determined to be actively anti-racist - as active upstanders to racism.



We look forward to the insight we will gain from this partnership which, alongside our work with Investors in Diversity, will support us to continue to become a more inclusive workplace for learners and staff alike.

Inclusive recruitment and selection

We champion an inclusive recruitment and selection approach, with advertising methods that reach a wide variety of potential applicants and with support to ensure that shortlisting is fair, consistent and in line with our EDI Action Plan.

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