

WJEC Gender Pay Gap Report 2020

WJEC is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2020.

The mean gender pay gap for WJEC is **5.5%**.

The median gender pay gap for WJEC is **12.5%**.

The mean and median gender bonus pay gaps are not relevant to WJEC as there are no bonus payments in operation.

Pay quartiles by gender: proportions of males and females in each quartile

Quartile	Males	Females	Description
Upper Quartile (75-100%)	46%	54%	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle Quartile (51-75%)	53%	47%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle Quartile (26-50%)	40%	60%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower Quartile (0-25%)	37%	63%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value

WJEC is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. WJEC has a clear analytical Job Evaluation process, which provides assurance that employees are paid equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

WJEC is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. There are mitigating factors to take into account when considering the gender pay gap, such as:

- The upper middle quartile includes a number of technology based roles. Government figures for 2019 show that women make up only 16.4% of all employees in ICT professional occupations and represent just 19% of computer studies graduates. These statistics will inevitably affect the ability to recruit women to these types of roles.
- Part time roles typically attracting females who wish to work flexibly.
- The mix of individuals being paid statutory maternity pay at the snapshot date, and therefore not included as full-pay relevant employees.

The table indicating pay quartiles by gender shows WJEC's workforce divided into four equal-sized groups based on hourly pay rates.

A key feature of our workforce is that we have more women than men within the upper quartile of hourly pay rates and a fairly even split when Q1 and Q2 are combined (49.5% of the Upper and Upper Middle quartiles are males, with 50.5% being female). These quartiles includes management posts as well as posts requiring recent and relevant experience of teaching, and the data shows that recruitment into these posts is evenly balanced in terms of numbers of men and women.

Whilst WJEC's gender pay gap compares favourably with that of organisations across the whole UK economy, WJEC is not complacent, and is committed to doing everything that it can to reduce the gap.

In order to promote gender diversity, WJEC is committed to undertaking the following steps in all areas of its workforce, including the following:

- identify any barriers to gender equality, to inform priorities for action
- monitor the proportions of men and women leaving the organisation and their reasons for leaving
- monitor the numbers of men and women in each role and pay band
- monitor the take-up of flexible working arrangements by gender and level within the organisation
- monitor the proportion of men and women who return to their original job after a period of maternity or other parental leave.

WJEC is also committed to reporting on an annual basis on the actions it is taking to reduce the gender pay gap and the progress that it is making.

I, Ian Morgan, Chief Executive Officer, can confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink that reads "Ian Morgan". The signature is written in a cursive style with a large initial 'I' and 'M'.

Date: 29 September 2021