

## NASUWT Gender Pay Gap Report 2023

Since 2017 the Gender Pay Gap figures on the mean and median have improved by 11.98% and 19.22% respectively. There has also been a 16.05% increase in the number of women employed in the upper quartile since 2017. The overall proportion of male and female staff remains the same.

A further break down of the figures by deciles shows that the Upper Decile Gender distribution in 2023 is 48.65% women and 51.35% men.

GPG 2023		
Female	Mean	£20.70
	Median	£18.60
Male	Mean	£26.32
	Median	£28.33
<b>GPG</b>	<b>Mean</b>	<b>21.37%</b>
	<b>Median</b>	<b>34.35%</b>

GPG - Quartiles 2023		
Quartile	Female	Male
Quartile 1 (lower quartile)	72.53%	27.47%
Quartile 2	86.81%	13.19%
Quartile 3	57.14%	42.86%
Quartile 4 (upper quartile)	45.05%	54.95%
<b>Total</b>	<b>65.38%</b>	<b>34.62%</b>

There has been a steady improvement in the numbers of women employed in senior roles which is now up to 45.05% in the Upper Quartile (compared to 41% women in the GPG report from 2022), the upper middle quartile is up also at 57.14% (compared to 54% women in the GPG report from 2022), the lower middle quartile is also up at 86.81% (compared to 78% women in the GPG report from 2022) and the lower quartile has decreased to 72.53% (compared to 82% women in the GPG report from 2022). These figures demonstrate steady progress.

### Action Plan

The NASUWT is taking a range of actions:

- (i) A requirement for six monthly equality audits of recruitment outcomes;
- (ii) Anonymised shortlisting in the recruitment process;
- (iii) Equality training for recruitment and selection panel members;
- (iv) Annual reporting of all aspects of employment including recruitment, training, career progression and exit;
- (v) A target to ensure at least 50% women are employed within each salary quartile across the organisation;

- (vi) Continued development of the women's staff forum to enable actions to be identified that the NASUWT can take to ensure that women's voices are heard, that women feel safe and secure at work, and where personal and professional advancement is possible;
- (vii) A formal review of pay and grading and job evaluation of all roles and salary differentials across the organisation;
- (viii) A commitment to developing an individual performance and development framework, and career/learning pathways;
- (ix) A new Dignity at Work policy and procedures;
- (x) Implementation of a new Sexual Harassment bylaw;
- (xi) Providing all staff with training in unconscious bias, tackling sexism and anti-racism, and line managers with training in inclusive recruitment practices
- (xii) Commitment to further training and/or staff engagement needs on the topic of Dignity at work and creating an inclusive workplace.

## Notes

The Pay Gap calculation is based on an individual's hourly rate excluding any variable payments such as overtime or back pay and also any salary sacrificed as part of a wider remuneration strategy. However, the benefits that are accrued as a result of the salary sacrifice are not taken into account. The NASUWT has a number of salary sacrifice schemes including Childcare Vouchers, Pensions, Cycle to Work and Lease cars and the potential impact of this is illustrated below

Gross Pay	Originating Gross Pay	Gross Pay after salary sacrifice (pensions 8%)	Employer Contributions	Reported Pay Gap
Employee A	£25,000	£23,000	£6,475	8%
Employee B	£25,000	£25,000	£0	

Despite the fact that both employees receive the same gross pay, and Employee A has a higher total remuneration package, the statutory calculation treats Employee A as being paid 8% less than their colleague because employee contributions are made via salary sacrifice. This minimises the net cost to members. All other salary sacrifice schemes such as Childcare Vouchers, Cycle to Work and Lease Cars have the same effect. If the contributions were made from net pay, at higher actual cost to the employee, then there would be no reported pay gap.