

The NASUWT Gender Pay Gap

April 2019

- 1.1 The NASUWT is committed to eliminating pay inequality and to ensuring that jobs of equal value are paid equally. The NASUWT's Gender Pay Gap (GPG) figures reflect that there is a much higher representation of women within the lower and lower-middle quartiles, and a significantly higher representation of men in the upper quartile. There is no difference in the NASUWT between the pay of men and women carrying out the same or similar jobs.
- 1.2 Staff employed by the NASUWT enjoy a defined benefit pension scheme, a generous annual leave entitlement of 48 days including public holidays, and enhancements to statutory provisions such as maternity leave.
- 1.3 The NASUWT is accredited as a Real Living Wage Employer and has ensured that staff working in the lowest paid grades are paid a salary at or above the Real Living Wage since 2013. The median pay of both male and female staff employed by the Union is greater than the median pay of male and female employees across the UK.
- 1.4 The NASUWT has a Flexible Working Time policy that enables staff to actively balance the demands of their personal lives with the responsibilities of their employment. The Union is committed to enabling flexible working by staff, despite the potential impact on the GPG. Flexible working opportunities are more likely to be requested and taken up by women rather than by men.
- 1.5 The NASUWT continued to employ in-house teams and is committed to providing good terms and conditions of service to staff, including cleaning, catering, housekeeping and maintenance staff.
- 1.6 The NASUWT is actively pursuing a range of strategies to increase the representation of women and other under-represented groups.

Published Results

Table One: GPG April 2019

	Mean	Median
Female	£15.28	£12.73
Male	£19.92	£19.09
GPG	23.29%	33.32%

Table Two: Quartile Distribution

	Male (%)	Female (%)
LQ	26	74
LMQ	15	85
UMQ	49	51
UQ	63	37

Table Three: Difference in mean and median Bonus Pay

N/A

Table Four: Proportion of men and women receiving a bonus payment

N/A