

# GENDER PAY GAP REPORT

2019-2020

## GENDER PAY GAP REPORTING

Along with all other Public Sector organisations employing more than 250 staff, Activate Learning is publishing details of its Gender Pay Gap. This information is being posted on [www.gov.uk](http://www.gov.uk) and on our website, [www.activatelearning.ac.uk](http://www.activatelearning.ac.uk).

We are required to publish specific pieces of information which all other organisations are also supplying. This information is calculated using a prescribed formula and our results are based on the people on our payroll on 31 March 2020.

In addition to the information we are required to provide, we are also providing additional information to explain what the figures mean, why we have a gender pay gap and what initiatives we propose.

## OUR GENDER PAY GAP REPORT

	2019	2020
Mean Gender Pay Gap	8.70%	12.10%
Median Gender Pay Gap	6.60%	11.60%
Males Receiving a Bonus	2.20%	3.40%
Females Receiving a Bonus	0.50%	1.50%
Mean Bonus Gender Pay Gap	79.80%	27.60%
Median Bonus Gender Pay Gap	88.60%	50%

For the purposes of the 2020 Gender Pay Gap report, Activate Learning had 1,683 relevant employees. Of those employees, 525 were male and 1,158 were female. Compared to the number of relevant employees in 2019 (1,347), there is an increase in 2020 due to the merger with the Guildford College Group in April 2019.

## Quartiles

Activate Learning must report on the percentage of males and females that fall into each quartile in relation to pay. The table below shows the results for 2020 compared to the results for 2019:

	2019		2020	
	Males	Females	Males	Females
Upper Quartile	34.90%	65.10%	39.50%	60.50%
Upper Middle Quartile	32.10%	68.80%	35%	65%
Lower Middle Quartile	34.10%	65.90%	28.50%	71.50%
Lower Quartile	21.30%	78.70%	21.60%	78.40%

Quartiles are calculated by dividing the relevant employees in to four equal sections, the percentage of males and females that fall in to each quartile are then calculated.



## WHAT THESE FIGURES MEAN

### Mean and Median Gender Pay gaps

Activate Learning has a 'mean gender pay gap' of 12.1%. The national average is estimated by the Office for National Statistics at 15.5%.

The median gender pay gap is 11.6%. This is calculated by listing every individual's pay separately for women and for men and comparing the value which is exactly half way down each list.

### Mean and Median Bonus Gender Pay gaps

A small number of staff at Activate Learning are paid bonuses, 3.4% of men and 1.5% of women.

To calculate the mean bonus pay gap we calculate the average bonus paid to men who received one and the average bonus paid to women who received one.

Of people who were paid a bonus in 2020, men received, on average, a higher bonus than women. This gives us a mean bonus gender pay gap of 27.6%.

To calculate the median bonus pay gap we list all of the people who received bonuses separately for women and for men and compare the value which is exactly half way down each list. The bonus for the person in the middle of the list of women employees is 50% lower than bonus of the person in the middle of the list of male employees.

### Proportion of women and men in pay quartile bands

We calculate these figures by listing everyone's pay. We then divide this list into four equal sized groups, known as quartile bands. Each quartile band represents one quarter of the people who work for us. In each quartile band we then compare how many of the people are women and how many are men.

This information shows us that there are more women than men in each quartile. However there are considerably more women than men in the lowest pay quartile band.

### Is there equal pay for men and women at Activate Learning?

Yes. Although we have a gender pay gap in individual jobs and within pay bands men and women are paid equally.

### Why is there a gender pay gap?

This relates to the different jobs that men and women currently do at Activate Learning. In 2020, 75% of females are in the two lower quartiles in comparison to 25% of males.

### What can we do about it?

- We will review the gender pay profile within the pay grades to identify any pay inequalities, and will be considering a new approach to job evaluation during 2020/2021.
- We are advertising all vacant or new roles across our internal network, enhancing our career paths so that the route to senior roles becomes more transparent and achievable.
- We are reviewing the role specifications to ensure that there is no unintended gender bias.
- We are clearly and transparently promoting the flexible and family friendly benefits on offer.



- We are in the process of offering unconscious bias training to ensure all gender bias is removed from the selection process and internal progression opportunities.
- We are providing access to internal coaches and mentors so that we can allocate tailored and flexible support to people to develop their careers and progress within Activate Learning.
- We are ensuring all senior leadership roles have gender-balanced interview panels.
- We have refreshed our Employer values proposition – ‘transform your career’ and as part of our employee journey we will empower employees to curate their own career pathways.
- An updated Equality and Diversity training module has been released.
- Leadership and management development pathways, including an Aspiring Managers Programme, have been implemented with increased access for women to develop leadership and management capability for internal progression opportunities.
- With the introduction of our Applicant Tracking System, Vacancy Filler, the Talent Team are able to routinely monitor the shortlisting and hiring data to ensure that people are interviewed on the basis of their skills and ability to deliver in their role and not on the basis of any unconscious bias.
- We use a gender neutral tool to strip away strong underlying gender biases in our adverts
- We have added gender neutral titles to our application process.
- We launched our ‘Work with Us’ page which demonstrates the variety of roles and accessibility to these of individuals of any gender.
- We have appointed a Diversity and Inclusion Manager who will support us in our ambition to create an inclusive working environment where each person feels welcomed, valued and can thrive, with equality and inclusion embedded into everything that we do.