

# Gender Pay Gap Report

## 2023-2024

### Introduction

The Equality Act 2010 (Gender Pay Gap Information) 2017 requires employers with 250 or more employees to publish details of its Gender Pay Gap, based on a reference date of 31<sup>st</sup> March.

The Gender Pay Gap shows the difference between the pay averages (mean or median) of men and women in the organisation.

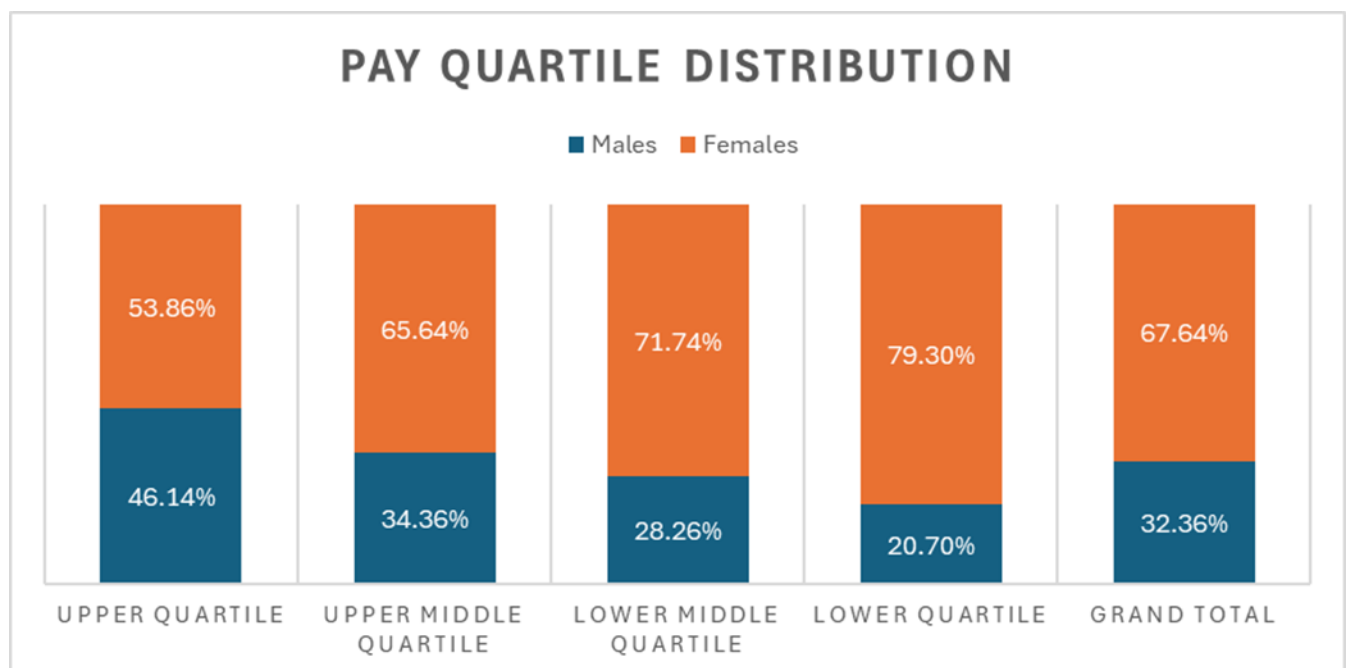
In addition to the information we are required to provide, we are also providing additional information to explain what the figures mean, why we have a gender pay gap and what actions we are taking to close the gap.

### Activate Learning Group Data.

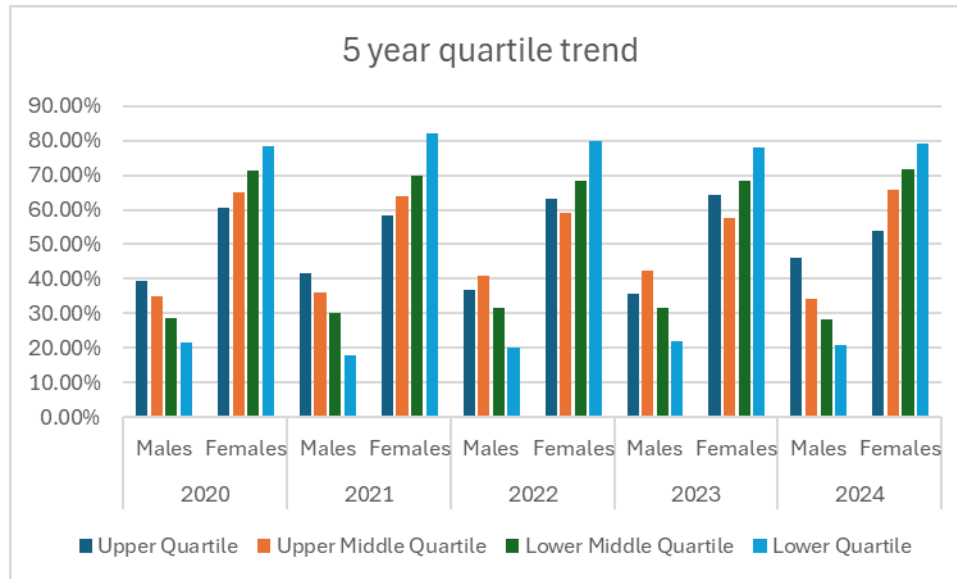
The data contained within this report represents the gender pay snapshot as at 31 March 2024 in respect of employees in receipt of pay during the month of March 2024. For the purposes of the 2024 Gender Pay Gap report, Activate Learning had **1,814** relevant employees. Of those employees, **587** were male and **1,227** were female.

### Pay Quartiles – the distribution of male and female staff in the organisation

The distribution of male and female employees for 2024, based upon the actual hourly rate is as below:



In 2024, we have seen a decrease in the number of women in the upper quartile compared to the previous year and an increase in representation in all the other quartiles. More than half (56%) of our female employees are in the 2 lower quartiles. This has been the consistent trend over the past 5 years.



## Mean Pay

The mean gender pay gap is the difference between the average (mean) gross hourly pay of male and female members of staff taken as a single group. The table below shows the Group mean pay gap for 2024 and compared to the results for the previous 5 years.

	2020	2021	2022	2023	2024
<b>Mean Gender Pay Gap</b>	12.1%	13.7%	10.3%	11.9%	<b>12.9%</b>

This means that for every £1 earned by a male, a female earns 87.1p compared to 88.1p in 2023.

## Median Pay

The median gender pay gap is the difference between the midpoint (median) gross hourly pay of male and female members of staff taken as a single group. The Group median pay percentage difference is reported below for 2024 and compared to the previous 5 years.

	2020	2021	2022	2023	2024
<b>Median Gender Pay Gap</b>	11.6%	15.8%	16.2%	14%	<b>17.1%</b>

This means that for every £1 earned by a male, a female earns 82.9p compared to 86p in 2023.

## Bonus Payments

A total of 66 employees received additional payments, which have been classified as bonus payments, in the year ending March 2024. Bonusses are defined as any payments related to profit sharing, productivity, performance, incentive, commission and long service awards with a monetary value. The mean and median bonus pay gap for 2024 is reported below and compared to the previous 5 years.

	2020	2021	2022	2023	2024
Males receiving a Bonus	3.40%	0.97%	3.48%	2.93%	3.69%
Females receiving a Bonus	1.50%	1.08%	2.16%	3.83%	2.64%
Mean Bonus Gender Pay Gap	<b>27.60%</b>	<b>6.38%</b>	<b>33.52%</b>	<b>53.80%</b>	<b>62.82%</b>
Median Bonus Gender Pay Gap	<b>50%</b>	<b>89.51%</b>	<b>75.00%</b>	<b>37%</b>	<b>42.47%</b>

Of the employees who were paid a bonus in 2024, women received, on average, a lower bonus payment than men with a mean bonus gender pay gap of 62.82%. This means that for every £1 bonus payment paid to a male, a female received 37.18p compared 46.2p in 2023.

## Commentary on the Gender Pay Gap

The composition of the workforce for 2024 is 67.6% female and 32.4% male. This ratio of female to male staff has remained relatively constant over the past 3 years.

### Mean and Median Gender Pay Gaps

Gender pay gaps exist across all industries and sectors and the reasons for them are complex.

Since our last report, our Mean pay gap has increased by 1% to **12.9%** and the median pay gap has increased by 3.1% to **17.1%**.

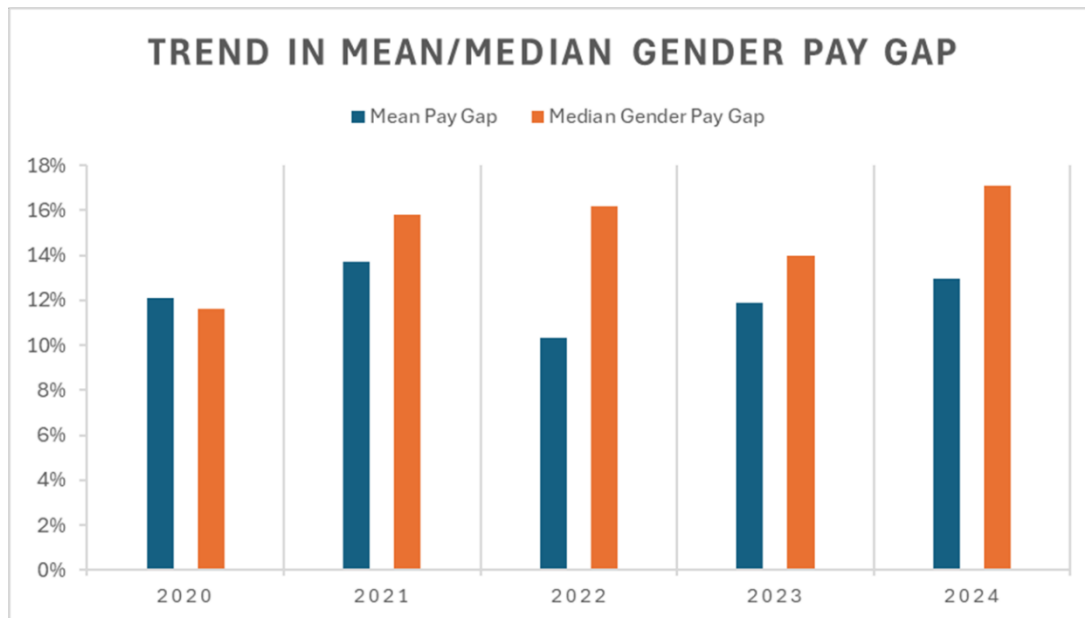
This has been driven by the following factors:

- The mean gender pay gap is higher within the upper quartile than any other quartile.
- Whilst we have a greater proportion of female staff in the whole organisation, 75% of employees in the lower quartiles are female with female employees making up 79% of the lowest quartile.
- For teaching staff, the mean Gender Pay Gap is 1.7% in favour of female employees. This is considerably better than the national mean gender pay gap for teachers where women earn 3.2% less than men

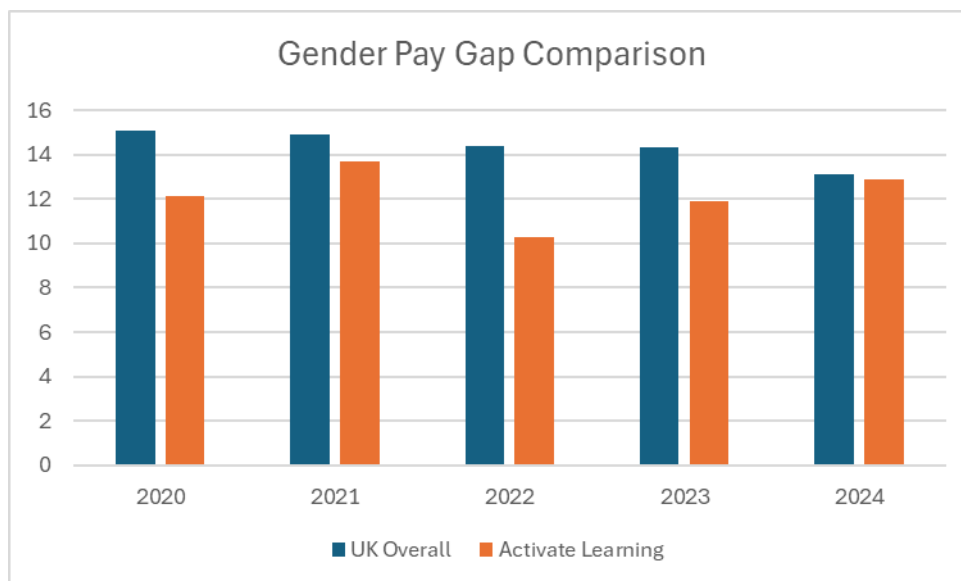
The decrease in the median pay gap has been impacted by:

- A decrease of 12.6% in the number of males employed in the lower quartiles and an increase of 20% in the number of males employed in the upper quartile compared to 2023.

The 5-year trend demonstrates that the mean gender pay gap has been increasing year on year since 2023 and the median gender pay gap is at its highest level.



The Activate Learning gender pay gap continues to track behind the national gender pay gap as provided by the Office for National Statistics (ONS).



This does not mean that the Group underpays its female staff. Activate Learning supports fair reward and recognition of all staff irrespective of gender. Female and Male staff receive equal pay for equal work. Roles of equal value are paid on the same grade with incremental scale

points within the Group's grading structure. All eligible staff received a salary increment within the reporting period in line with the individual pay scales for their job roles in addition to a cost-of-living salary increase.

## Mean and Median Bonus Gender Pay Gaps

A small number of staff at Activate Learning received payments which were classified as bonus payment during the 12 months preceding the 31 March 2024, 3.69% of men and 2.64% of women.

These payments relate to productivity, performance, incentive, commission and long service awards with a monetary value.

The mean gender bonus gap (the average bonus payment) rose by 9% to 62.8% and the median gender bonus pay gap (the difference between the midpoint) increased from 37% to 42.47%.

## Why is there a gender pay gap?

This relates to the different jobs that men and women currently do at Activate Learning. In 2024, 75.5% of employees in the two lower quartiles are female compared to 24.5% males. 61% of female employees are employed on part-time flexible contracts compared to 34% of male employees. Many of these part time contracts apply to lower earning roles.

## What we did in 2023 to address the gender pay gap?

### Learner Journey Review

As part of the Learner Journey Review conducted during 2023, a lack of dedicated senior local leadership at campus level was highlighted as an area for improvement. This led to the introduction of the Group Director for Faculty and College roles to provide single points of leadership for campus and faculty and the establishment of the Education Leadership Team. 10 new senior faculty leadership roles were created and created internal progression opportunities to 5 female employees.

### Pay Awards

Recognising the economic and financial challenges that our employees were facing with rising costs; we implemented a 6.5% 'cost of living' pay award, for all staff, together with the consolidation of pay scales for teaching staff reducing the spinal column points from 21 to 11. The pay award was effective from 1 September 2023.

### Ways of working

We continued to learn lessons from the ways of working adopted during the pandemic, and developed approaches to ensure, where possible, hybrid and remote opportunities are available. A hybrid working policy was introduced to allow greater flexibility for student facing/campus-based roles outside of term times. Additional 'Mind Green' well-being days were

gifted to staff to ensure that all staff had at least two weeks without work commitments over the festive season.

## Recruitment and attraction strategies

Our recruitment strategies have continued to ensure a strong focus on equal opportunity and gender neutrality. The Talent team made strategic improvements to our [Work with Us](#) page showcasing the diverse opportunities and benefits available at Activate Learning. Flexible and part year contracts continue to be preferred by female staff. There is still a higher proportion of female staff who select flexible and part year contracts compared to males.

## Wellbeing Initiatives

Our commitment to a clear strategic focus on wellbeing, encompassing the four pillars of mental, physical, social and financial wellbeing, has been consistently evaluated to ensure the Wellbeing Team's programme remains responsive and relevant.

New initiatives have been introduced, including the establishment of a carers' forum, continued support and awareness for menopause, physical activity groups (including a virtual running community), and additional wellbeing workshops. Ten percent of our workforce have participated in wellbeing-related sessions within the L&D programme. Additionally, the wellbeing SharePoint site continues to be a valuable resource, with an average of over 2,000 visits each month.

## Belonging

The Staff Voice Forum was established in September 2023 and has successfully brought together representatives from each campus, fostering a collaborative environment across the organisation and identifying and addressing key organisational themes and local challenges. The established employee networks continue to increase an awareness on a variety of topics and the expertise of these networks is growing in recognition.

## What will we do to further address this gap?

- Conduct further analysis into our part year and part time roles to identify patterns and themes and the unintended impact on the gender pay gap.
- Create focus groups with female staff on part year and part time contracts in the lower quartiles to raise awareness of the reasons for the choice of roles and ways of working.
- Continue to promote our Leadership and management development pathways, including the Aspiring Managers Programme, to increase leadership and management capability amongst female employees and aid internal progression opportunities.
- Promote internal coaching and internal and external mentoring initiatives for female employees.
- Continue to grow our employee resource networks, including our menopause cafes, to raise awareness and provide a voice for female employees.