

## WJEC Gender Pay Gap Report 2017

WJEC is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2017.

The mean gender pay gap for WJEC is **7.4%**

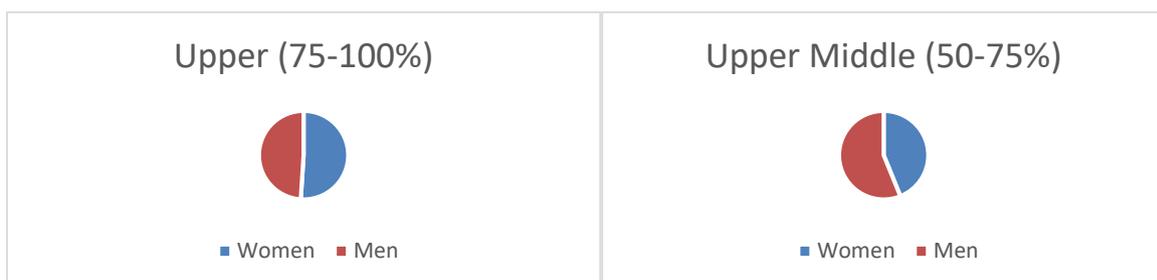
The median gender pay gap for WJEC is **16.9%**.

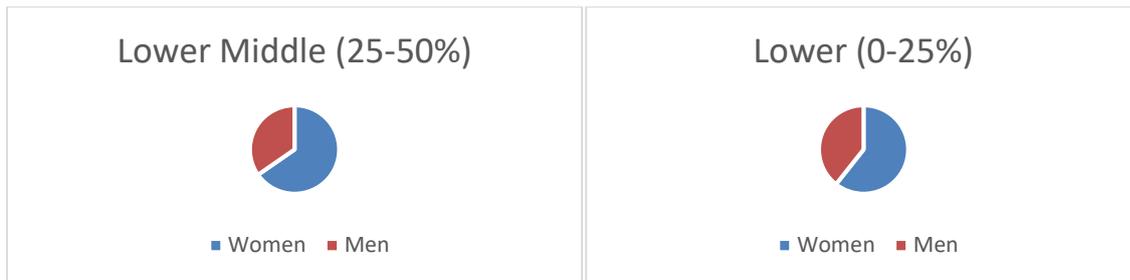
The mean and median gender bonus pay gaps are not relevant to WJEC as there are no bonus payments in operation.

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

Quartile	Males	Females	Description
Upper Quartile (76-100%)	49%	51%	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle Quartile (51-75%)	55%	45%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle Quartile (26-50%)	36%	64%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower Quartile (0-25%)	44%	56%	Includes all employees whose standard hourly rate places them at or below the lower quartile

### Quartile Graphs





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 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. Rather, the gender pay gap reflects the roles in which men and women currently work within the organisation and the salaries that these roles attract.

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

At the snapshot date of 5 April 2017, each quartile comprises approximately 96 employees.

Most organisations have a gender pay gap, and we are pleased to be able to say that WJEC's gap compares favourably with that of other organisations, including those within our sector. A key feature of our workforce is that we have similar numbers of men and women within the upper quartile of hourly pay rates. This quartile 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. This even balance between men and women in the upper quartile is a key part of the explanation for our mean gender pay gap being much smaller than our median gender pay gap.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is estimated as 17.4%. WJEC's mean gender pay gap of 7.4% is, therefore, substantially lower than the gap for the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is estimated as 18.4%. WJEC's median gender pay gap of 16.9% is, therefore, lower than that for the whole economy.

### Comparison with ASHE survey data for the whole economy

	WJEC	2017 ONS ASHE whole economy
Mean gender pay gap	7.4%	17.4%
Median gender pay gap	16.9%	18.4%

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. However, WJEC also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the career choices that individuals make nor the posts that they tend to apply for from the external labour market.

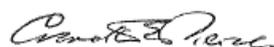
In order to promote gender diversity, WJEC is committed to undertaking the following steps in all areas of its workforce, including the following:

- 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, Gareth Pierce, Chief Executive Officer, can confirm that the information in this statement is accurate.

Signed



Date: 4 April 2018