

# WorldSkills UK – Gender Pay Report

## Getting the balance right

**WorldSkills UK is an independent charity and a partnership between employers, education and governments. Together, we are raising standards in apprenticeships and technical education so more young people get the best start in work and life.**

We are committed to creating high-performing diverse teams within an inclusive culture where everyone can thrive. That’s why we are voluntarily reporting on the gender pay balance in our organisation. Using this information, we can develop policies and ways of working that drive gender equality in our workforce.

- We have a **plan** in place to ensure equality and fairness for all our staff

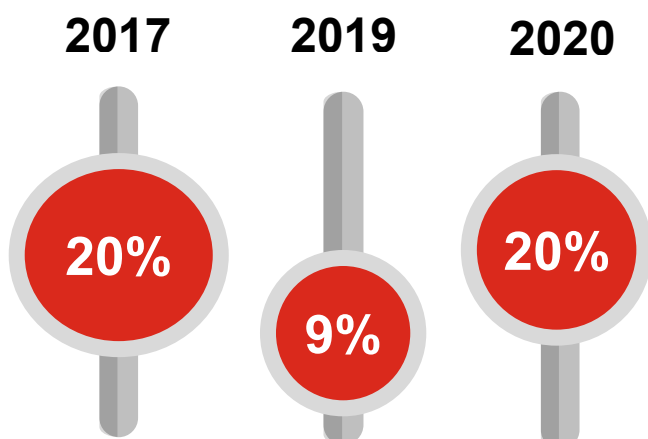
### What is gender pay reporting?

As of April 2017, organisations with 250 or more employees are required to report their gender pay data each year. WorldSkills UK has volunteered this information as part of our commitment to gender equality.

ONS data shows that, on average, for all employees, the UK’s gender pay gap is **15.5%**.

WorldSkills UK has reported on several measures to ensure a representative snapshot of our current workforce.

### Headline Figure: Median Gender Pay Gap



The graphic shows the percentage difference between the midpoint in the range of hourly earnings of men and women.

In 2017 the median gender pay gap was 20% and by 2019 this had dropped to 9%.

In 2020 we have seen a reversal of the previous reduction, with the median gender pay gap increasing to 20%

## Our statistics

Measure	2017	2018	2019	2020	What is this?
Mean gender pay gap	14.9%	9.4%	15.5%	20.0%	The difference between the average hourly earnings of men and women.
Median gender pay gap	20.0%	10.6%	9.2%	20.0%	The difference between the midpoint in the range of hourly earnings of men and women
Mean bonus payments	22.4%	18.7%	7.7%	9.6%	The average difference in bonus payments
Median bonus payments	20.0%	18.7%	17.9%	7.1%	The difference between the midpoints in the ranges of bonuses earned by men and women

In 2018-19, the gender balance of our team was: **58% women and 42% men.**

In 2019-20, the gender balance of our team was: **56% women and 44% men.**

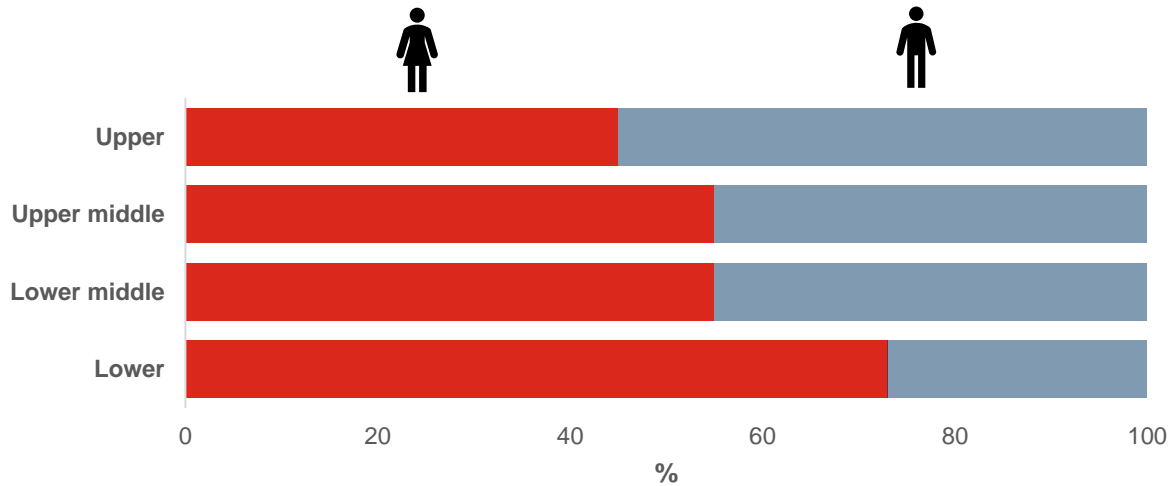
Although we have seen a reversal of the improvement made from 2017 to 2018 in our Mean gender pay gap, we have made improvements on the Median bonus pay gap in 2020.

### Senior leadership and our mean gender pay gap

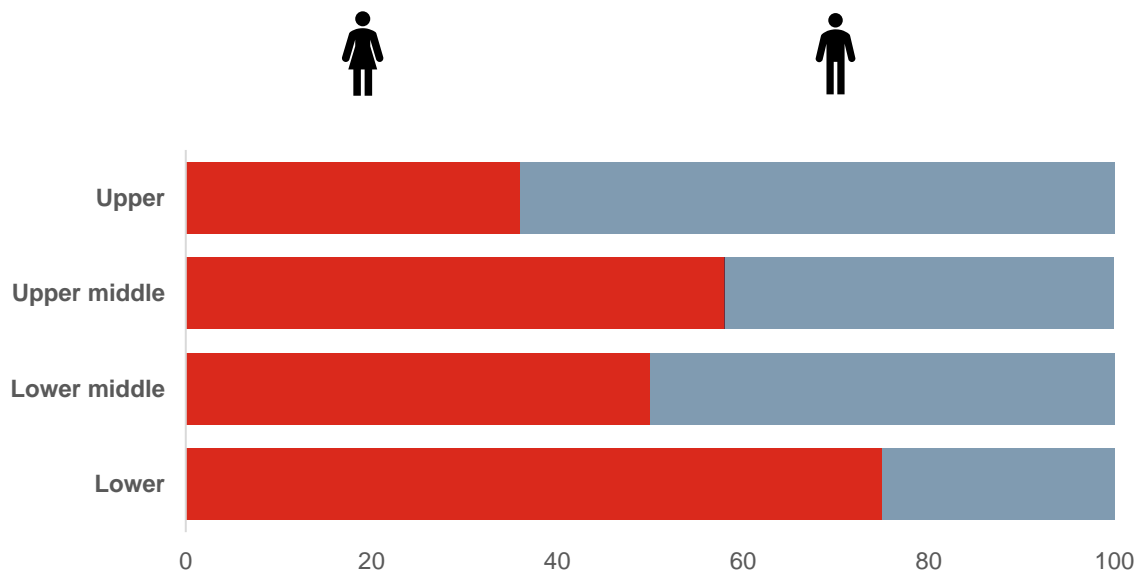
Our gender pay gap is largely concentrated in the upper pay quartile of our workforce. As a small organisation, the salaries of our Chief Executive and Senior Leadership Team have a disproportionate effect on our gender pay figures. Removing the CEO, our overall mean gender pay gap would drop from **20.0% to 14.8%**

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

The chart shows the proportion of male and females in each pay quartile band in 2018-19.



The chart shows the proportion of male and females in each pay quartile band in 2019-20.



Alongside paying more attention to the pay of women in relation to their male colleagues, the reduction in our gender pay gap in 2018-19 was also due to the increase in the proportion of women in the upper middle pay quartile and the increase in the proportion of men in the lower and lower middle pay quartiles.

For 2019-20, we have increased the proportion of women employed in our organisation, particularly in the upper pay quartile. A woman employee, in the upper pay quartile, leaving the organisation between the 2019-20 reporting period has impacted on the increased Mean gender pay gap and the Median gender pay gap.

### **Taking action to reduce our gender pay gap**

- The previous **reduction** in our gender pay gap by over **10%** in two years leading up to 2018-19, whilst reversed in 2019-20, gives us the focus to improve the balance in 2020-21.

We have a plan in place to ensure gender equality:

- we have embedded continuous internal diversity and inclusion reviews to ensure our working practices are as inclusive as possible
- we have designed our recruitment processes to recruit through a variety of diverse networks and have adopted a blind CV assessment, along with ensuring an equal mix of genders in our candidate pool, and on selection and interview panels
- we support staff through flexible working arrangements, particularly during the current Covid-19 pandemic
- we deliver a programme of diversity and inclusion awareness training to all staff and encourage all staff to undertake further training and development, including offering professional coaching to our female members of staff.

### **Find out more about our diversity and inclusion work**

Our Diversity and Inclusion page on our website includes more details on our diversity and inclusion actions and impacts, including:

- our Diversity and Inclusion Value, Vision and Mission statements and strategic objectives
- our Annual Review 2019-20 details our actions and impacts on our external diversity and inclusion programmes
- our Five Point Plan to deliver on the recommendations from The Social Innovation Partnership diversity and inclusion research report, 'Championing difference for a better workforce'.