

In April 2019, the **National Education Union** employed more than 500 people.

The following information shows the difference in average female and male earnings at April 2019.

- **Mean gender pay gap – 11.37%**
- **Median gender pay gap – 16.8%**

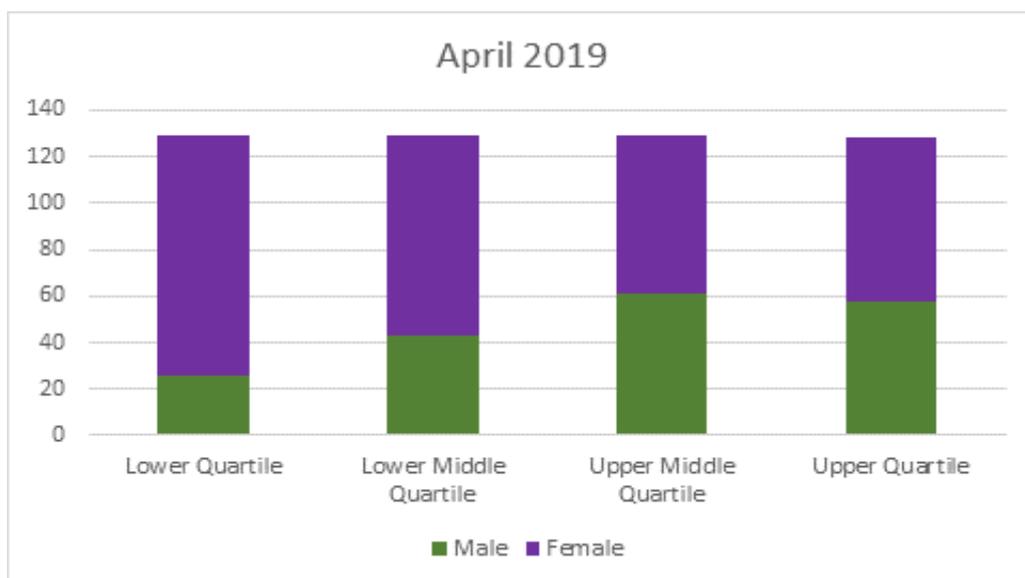
The April 2019 pay gap information shows an improvement in the difference in average female and male earnings compared to April 2018 figures.

April 2018.

- Mean gender pay gap – 12.8%
- Median gender pay gap – 19.38%

Quartile analysis

There are more women than men in every quartile of our pay structure. The 2019 mean and median gender pay gaps are due to the fact that there are even more women than men in the lower and lower middle quartiles than in the upper middle and upper quartiles.



	Men	Women	Total	% Men	% Women
Lower Quartile	26	103	129	20.16	79.84
Lower Middle Quartile	43	86	129	33.33	66.67
Upper Middle Quartile	61	68	129	47.29	52.71
Upper Quartile	58	70	128	45.31	54.69
Total	188	327	515	36.50	63.50

Gender pay gap action plan

We are addressing this through our equalities initiatives which continue to be a high priority for the union. This year, through our joint work with staff and the recognised unions, at the Equalities Working Group and NEU joint union negotiating committee we have developed a pay gap action plan.

Within the plan we have achieved

- Improved recording and monitoring of diversity data to enable effective analysis
- Reviewed and developed recruitment practices (anonymised shortlisting and guaranteed interview scheme)
- Rolling programme of mandatory training for managers including Diversity and Inclusion, Recruitment and Selection, Performance Management and Wellbeing and Mental Health
- Establishment of a Help to Drive scheme to assist with career progression into mobile regional roles
- In depth review of flexible working arrangements
- Establishment of an in-house mentoring programme

We will begin a review of our flexible family friendly working arrangements this year to ensure that best practice is being embedded. We continue to work within a negotiated and agreed NEU Pay Policy which clearly and transparently sets out annually negotiated salary pay scales and progression, a range of employee allowances and the NEU's process for job evaluation. We also continue to offer child care allowances which supports parents, significantly female employees, to return to work after maternity leave.

It is our recruitment practice to demonstrate that processes are non-discriminatory and promote equality of opportunity via equality and diversity monitoring and we welcome applications from individuals seeking part-time, job-share or other flexible working arrangements.

We remain wholly committed to reducing our gender pay gap for female staff through planning, training and policy development. We have achieved significant improvements this year and we intend to maintain our focus and expand on this work through our Wellbeing programme and initiatives.

Signed

Mary W. Boustead,

Kevin Courtney

Mary Boustead and Kevin Courtney

Joint General Secretaries National Education Union