UCAS

GENDER PAY GAP REPORT

2023/24

INTRODUCTION

UCAS sees gender pay equality as pivotal to its overall charitable purpose and believes that transparency promotes the opportunity for positive growth and change.

At UCAS we endeavour to create a culture where all employees, regardless of gender or any other characteristic, are rewarded for contribution and are able to truly maximise their personal growth and potential.

Our values reflect UCAS' ambition to be the go-to place for UK higher education, apprenticeships and lifelong learning. We want to be: Ambitious, Smart, Inclusive and Trusted and these values are the foundation of our employees' attitudes, motivations, and expectations, reflecting that how we achieve is as important as what we achieve.

UCAS strives towards gender diversity across UCAS, and this is evident in the number of women we have in leadership roles at both Executive and senior management level. At our most senior level, UCAS has a 50:50 gender split. Both the Executive function and the UCAS Board are headed up by females.

Although our gender pay gap is higher than desired the data does show good parity overall between males and females for roles at similar levels. UCAS does acknowledge it has a significant journey ahead to close the pay gap, given the main reason can be attributed to the low representation of females within our higher paid digital, data and technology roles. Our commitment to addressing this issue is detailed at the end of this report.

Our Executive and Board remain committed to equality, diversity and inclusion by increasing investment, growing our organisational maturity and broadening our pay gap monitoring and reporting to include other protected characteristics wherever it is possible for us to do so.

At UCAS we want our people to flourish, perform, achieve and belong.

We maintain a strong focus on physical and mental wellbeing, working collectively to create an engaging, flexible and inclusive culture, where individuals are encouraged and recognised to be the best they can be, and where contribution and talent are the only criteria for success.

Focusing on narrowing the gender pay gap is crucial, however my commitment extends to a much wider need for diversity across our workforce. Encouraging mixed representation in all our roles Is paramount in ensuring UCAS truly understands and represents all its current and potential beneficiaries.

Dr Jo Saxton, Chief Executive

OUR FINDINGS

FIG 1 – For the 2023 reporting period, the UCAS median gender pay gap is 21.3% in favour of males. This falls above the 2023 national median gender pay gap of 14.9%. The mean gender pay gap for April 2023 is 13.6% in favour of males this is just below the mean national gender pay figure of 13.9%.

FIG 2 – Although having a fairly equally balanced overall employee population concerning gender (52% female / 48% male), our pay quartiles show that our male employees continued to occupy more senior positions. This, coupled with the lower proportion of male employees represented in the lower pay quartiles, is the main driver behind the larger pay gap in favour of males. Both the Upper and Upper Middle Quartiles are male dominated, with the Lower and Lower Middles Quartiles being female dominated. However, it is worth noting that UCAS has its highest representation of males in the lower pay quartiles since 2017.

FIG – 3 In terms of our bonus pay, for the 2023 reporting period, the mean bonus pay gap is 64% in favour of females. The mean pay gap displays significant changes throughout the years but is to be expected

based on the variable nature of commission payments as well as a statistical significance.

WHY WE HAVE A PAY GAP

Within the pay quartiles, there are no pay gaps greater than 5%, apart from the median within the lower middle quartile indicating good pay parity between male and females for roles at similar levels.

UCAS has a pay gap because across the organisation digital data and technology skilled roles command some of our highest salaries, predominantly filled by males, where, conversely, many of our lower-paid roles such as our operations and support roles are female dominated. This is a major contributor to the median pay gap and is further illustrated when looking at the gender split of the 10% highest earning employees, where 64% register as male. This is a significantly higher proportion than in previous years.

YOUR GENDER PAY GAP

Headline figures comparing the basic hourly pay of all employees inclusive of cash payments and allowances.

	MEAN %	MEDIAN %
YOUR GENDER PAY GAP 2023	13.6%	21.3%
CHANGE	5.0%	6.1%
2022 GAP	8.6%	15.2%
NATIONAL AVERAGE GAP*	13.9%	14.9%
CHANGE	-1.0%	-0.5%
2021 GAP	14.9%	15.4%
EDUCATION SECTOR	16.1%	22.2%
YOUR GENDER BONUS PAY GAP	-64.0%	0.0%
CHANGE	-23.1%	-2.5%
2022 GAP	-40.9%	-2.5%

A minus indicates the gap is in favour of females
*Source ONS.gov.uk (Released 26 October 2022)

FIG 1.

BONUS PAYMENTS

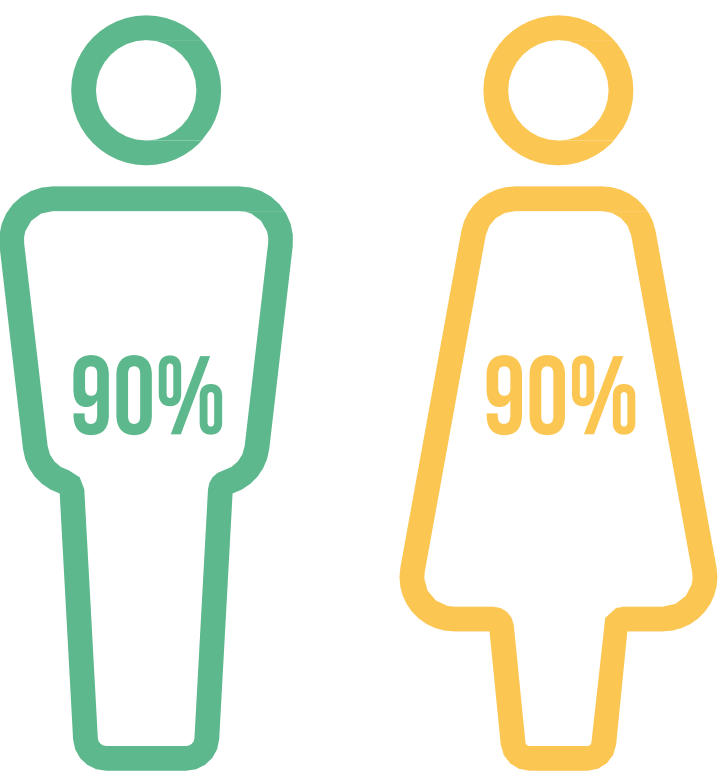The proportion of male and female in receipt of a bonus.

90%   90%

FIG 3.

PAY QUARTILES

The proportion of male and female employees by quartile pay bands.

UPPER QUARTILE	61% / 39%
UPPER MIDDLE	56% / 44%
LOWER MIDDLE	35% / 65%
LOWER QUARTILE	41% / 59%

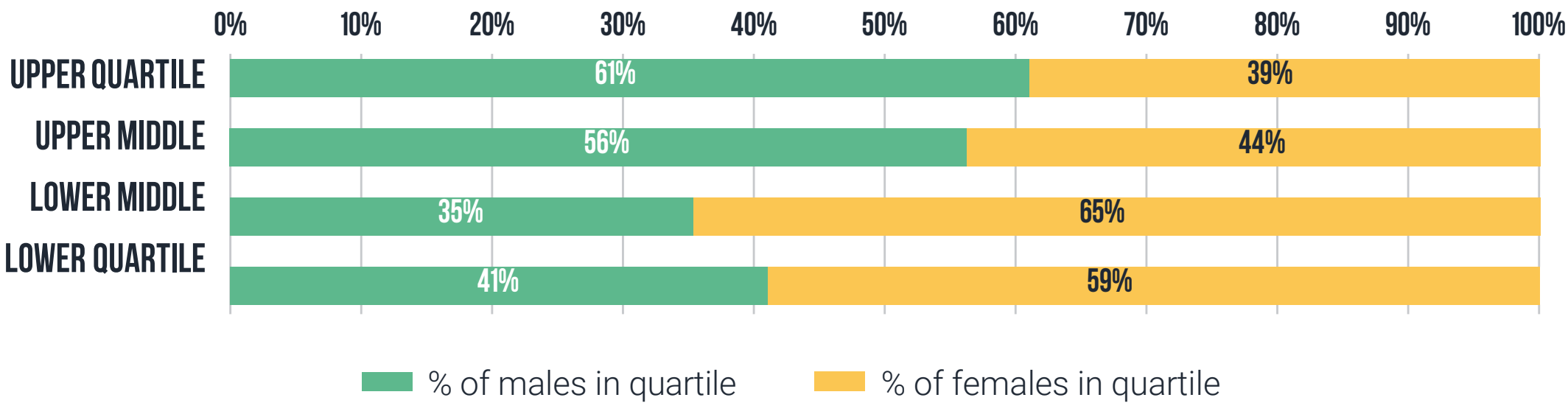■ % of males in quartile   ■ % of females in quartile

FIG 2.

OUR COMMITMENT

Our Executive Team and UCAS Board remain committed to investing in our employee value proposition. Through our people objective within our corporate strategy (Be an employer of choice where colleagues feel they can flourish, perform, achieve, and belong) we will continue to deliver talent acquisition, development, mobilisation and retention that is fair and equitable for all.

UCAS has a robust approach to pay and grading, with pay scales reviewed annually and triennially a root and branch review is undertaken for individual roles across UCAS. This approach will continue to ensure any gender pay gaps within the same grade and department (work of equal value) or the same role (like work) are identified and corrected.

As our pay gap is primarily due to the low numbers of females in our higher paid technology roles, attracting female applicants to these roles remains one of our biggest challenges. The recruitment market for women in STEM (science, technology, engineering, and mathematics) continues to be extremely competitive, with the graduate position also being challenging.

To improve the retention and sense of belonging for our female colleagues who are in digital roles, we have a dedicated 'women in tech' community.

The groups aim is to connect, develop and support women across the business who are in or want to move towards a role in technology, digital and data.

TALENT ACQUISITION

We know our gender pay gap is largely being driven by our digital, data and technology (DDAT) roles and that is why we are committed to improving gender equality and representation by:

⨍ Growing our external groups and networks to actively promote and encourage people from under-represented groups, for example membership to WISE. We have increased our technology specific recruitment branding and our promotion of Women in Tech though national articles, blogs from female tech colleagues and guest speaking appearances at Women in Tech events.

⨍ Expanding and actively promoting our flexible ways of working and

flexible benefits, enabling more women into DDAT careers through home and part-time working opportunities.

⨍ Providing regular recruitment and selection training for managers, including unconscious bias and use of inclusive language (when writing job descriptions and adverts).

⨍ Continue to improve the quality of our recruitment process, four example, we encourage the anonymous disclosure of equality information so that we can continue to monitory progress against our commitments and we never ask a candidate about their current salary, thus removing a proven barrier for pay negotiation at offer stage.

TALENT DEVELOPMENT AND RETENTION

⨍ Improving the way we assess and grow potential through our talent framework, continuing with our 'Top Talent' programme across all levels and with cohorts that are gender neutral.

⨍ Explore and develop early career pathways, (work experience, internships, apprentices and graduates) providing opportunities to encourage under- represented groups into digital and data careers.

⨍ Continuing to run our training academies, particularly the digital academy and the sales and marketing academy

which provides technical skill development and career pathways that are gender neutral. These academies provide the next step after our early career pathways.

⨍ Continuing to develop our talent and succession planning capability, to ensure managers have the right skills and tools to build talent pipelines and actively work to mobilise these across the business.

⨍ Introducing internal careers fairs to promote DDAT opportunities encouraging talent to apply for these.