

ETUCE

Education Trade unions addressing Gender Equality through social dialogue

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Political context

- 2010 Coalition Government formed with Liberal Democrats
- 2013 Public Sector pay cap
- 2015 Conservative government
- 2016 EU Referendum – 23rd June
- 2016 Trade Union Act (*fiercely opposed by trade unions*)
- 2017 Teacher recruitment crisis

European/International obligations

- ETUCE Action Plan on Gender Equality
- ETUCE Resolutions on Gender Equality
- EI Gender Equality Action Plan (GEAP)
- International Obligations
- Commission on the Elimination of Discrimination against Women (CEDAW)

Teacher recruitment crisis

- 2016 Teacher vacancies increased by 25% on the previous year;
- More teachers taught by unqualified teachers or supply teachers than ever before;
- Excessive workload, low morale, low pay/pensions; school funding cuts; poor pupil behaviour

Teacher Recruitment Crisis

A third of teachers left the profession
within five years of qualifying

(School workforce Census)

England – the Gender Pay Gap

- ❑ Since 2010, Secretaries of State for Education have claimed that the gender pay gap in teaching is reducing or has even ended.

- ❑ The Department for Education (DfE)'s School Workforce Census (SWC) data on teachers' pay for 2016/17, published in July 2017, shows that:
 - the average woman classroom teacher's salary is £35,600.
 - the average male classroom teacher's salary is £36,500.
 - **the male classroom teacher's premium is £900.**
 - the average woman school leader's salary is £53,200.
 - the average male school leader's salary is £57,600.
 - **The male school leader's premium is £4,400.**

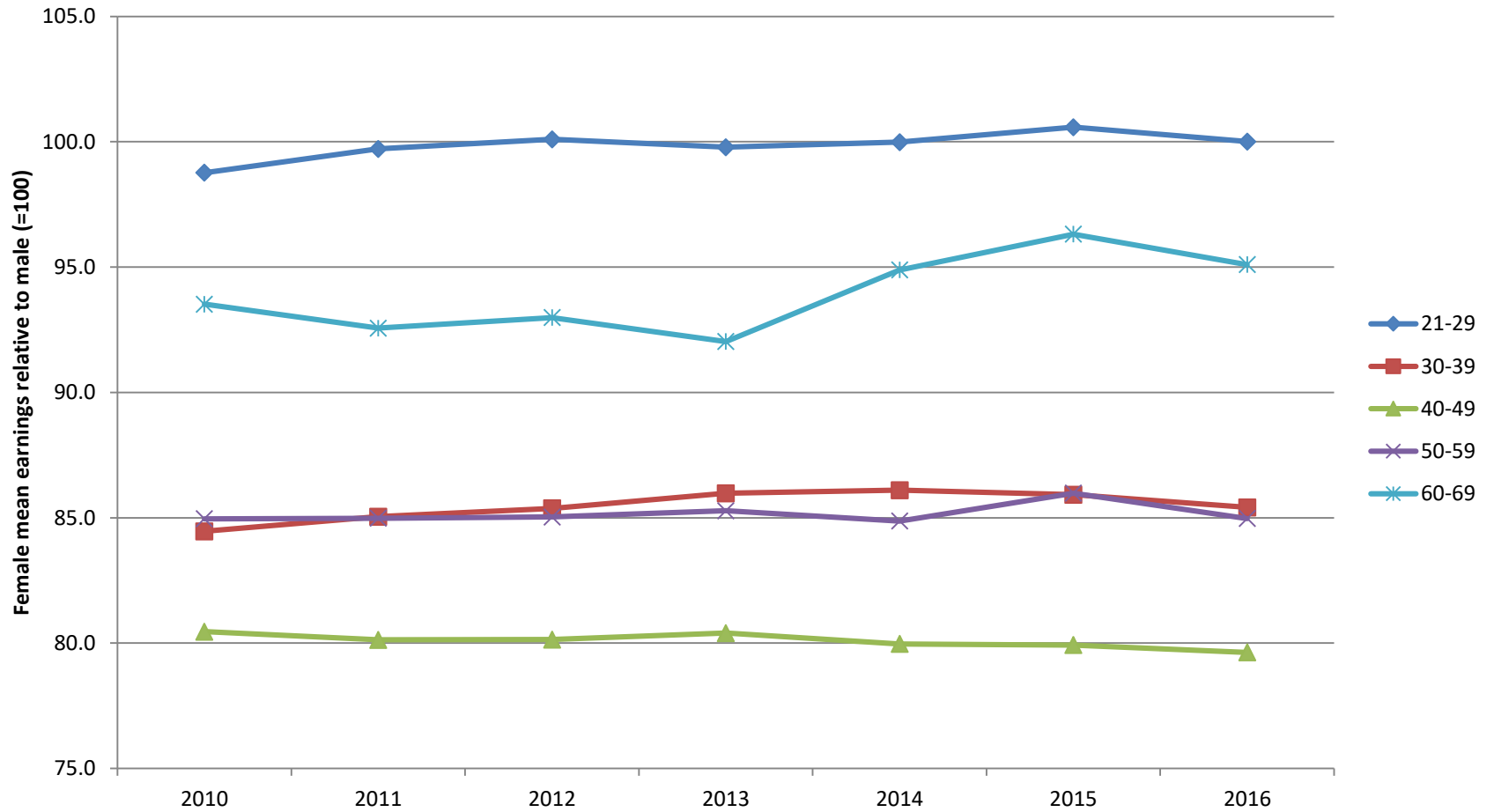
- ❑ The gender pay gap is a reality for women teachers.

Statistical Evidence on Teachers' Pay Gender Inequality

NASUWT RESEARCH FINDINGS:

- ❑ From 2010 to 2016:
 - Men were more likely than women to be in senior posts.
 - For all teachers in work, male wages were higher than female.
 - Annual average median wages for teachers fell between 2010 and 2016. Female wages declined slightly relative to those of men over this period.
 - Statistical models revealed a strong tendency for women to earn less than men, having taken other factors into account. Being a woman is a strong factor in depressing earnings as a teacher.

Women's Earnings Relative to Men



Further inequalities

- In October 2017, the Office for National Statistics (ONS) produced a report analysing reasons for the gender pay gap across the UK workforce.
- The gender pay gap is sometimes explained as being caused by a greater tendency for women to work part-time than men, together with the differences in pay between sectors where women workers predominate and sectors where male workers predominate.
- These factors are significant in some sectors, but the ONS found that even though five out of six full time primary and nursery teachers are women, male primary and nursery teachers still earn more than women. In the case of secondary teachers, the gender pay gap in favour of men is far wider.

What do discriminatory working practices look like?

- ❑ **Women teachers' experiences of pay and career progression – in their own words**
 - *'I was on maternity leave last year so it has been decided that I have not got enough evidence of achieving the [pay progression] standards.'*
 - *'I am on Main Scale 6 and can't progress without going through threshold and as I'm part time will possibly wait until my children are older and I am full time.'*
 - *'I have been on UPS3 for about six years and feel very angry that every year I effectively receive a pay cut. The only way I can increase my salary is to take on a leadership role which I do not want to do due to stress and workload. I am expected to assume extra responsibility because I am on UPS and feel I am being penalised for having stayed in the profession for 16 years. I have two young children of my own and I struggle to meet child care costs.'*
 - ***'If you are a woman, you will earn less than a man'* – Rt Hon Theresa May MP, UK Prime Minister, 2016**

The Academy Sector

- ❑ The Gender Pay Gap in **England** is wide in the academy sector.
 - The average male teacher's salary in the secondary academy sector (including leadership) is £41,300.
 - The average woman teacher's salary in the secondary academy sector (including leadership) is £38,400.
 - In comparison with England, the **Scottish Government** has committed to reduce the gender pay gap in the schools sector.

Actions:

- The NASUWT campaigns for all salaries in state funded schools to be regulated.
- ❑ The NASUWT campaigns for all schools to be covered by the Gender Pay Gap Reporting Regulations.
- ❑ The NASUWT has campaigned for the lifting of the pay cap for short-term supply teachers in Scotland which was in place from 2011 to 2017. This overwhelmingly benefits women who wish to work flexibly.

Gender Pensions Gap

- ❑ There is a significant gender pensions gap in the teaching profession, which has been exacerbated by Government policy since 2010:
 - Women tend to have lower levels of accrued pension because of patterns of working linked to family and carer responsibilities.
 - Increased pension age for women.
 - Many women teachers are trapped in a vicious circle of insecure and intermittent employment agency work. Agency workers in the UK are not entitled to public sector pensions at all. This detrimentally affects thousands of teachers.

Action:

- ❑ The NASUWT campaigns for all teachers, including agency workers, to be enrolled in the Teachers' Pension Scheme and for a lower pension age for all working people, including working women.

NASUWT actions

- National trade dispute with governments and administrations across the UK on pay, pensions, working conditions and jobs since 2011
- continuous programme of action short of strike action
- Independent research on pay and pensions – evidence gathering
- Annual pay survey of members across the UK – identify equality disparities
- Campaigning for greater use of flexible working policies for worklife balance - such as job share, part time working senior leadership positions, advice for members on securing job share and part time working
- Developed model pay policies and checklists for negotiators

THANK YOU

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