

## The Education Alliance Gender Pay Gap Report March 2018

Snapshot date: 31 <sup>st</sup> March 2017
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### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	18.2%	34%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	22.3%	22.3%

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	1.1%
Female employees (% paid a bonus compared to all female employees)	0.4%

### Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	10.5%	26.1%	34.6%	36.1%
Female (% females to all employees in each quartile)	89.5%	73.9%	65.4%	63.9%

### Supporting statement

**I confirm that the information published here is accurate.**

**Signature:** .....

**Date:** .....

**Status/position:** .....

### Optional supporting narrative

As a multi academy trust we are aware that we have populations of staff that span the range of roles and salary scales that are influenced by gender. For example the majority of our cleaning and catering staff are female who are paid less than our teaching colleagues, along with many of our associate staff who are mainly female, and are also paid less than teaching staff. This however is off set against high number of women in senior and leadership roles across the Trust. While there is a noticeable difference in the mean and median percentage differences, the mean is influenced by outliers in the hourly rates, and while the median pinpoints the central value, it does not acknowledge the larger salary earners, a large proportion of whom are female. Currently the most senior roles within our Trust are mainly female, and when looking at the bonus mean/median the percentage difference is in the favour of our female staff, who on average received 22.3% more in terms of bonus payments than male colleagues. Throughout our recruitment process we also appoint based on performance and best fit to the role, and considering applications without gender bias. The online recruitment process does not allow those involved in the shortlisting process any access to diversity information, ensuring the absolute fairness of the recruitment process. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

The Trust is committed to addressing areas of pay gaps, it is important to recognise that the Trust already has examples of women represented in senior roles (63.9% of the upper quartile), also encourages the take up of the Shared Parental Leave scheme and various flexible working options that allow all staff regardless of gender or caring responsibility the opportunity to undertake senior roles. However by reviewing this annually and reporting on the findings the Trust will be accountable and will continue to develop its workforce to address the gaps in gender based pay.