

The Education Alliance Gender Pay Gap Report March 2018

Snapshot date: 31 March 2018

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	19.76%	36%

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	-100%	-100%

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)	0%
Female employees (% paid a bonus compared to all female employees)	0.2%

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%	31%	36.5%	38%
Female (% females to all employees in each quartile)	89.5%	69%	63.5%	62%

Supporting statement

I confirm that the information published here is accurate.

Signature:

Date:

Status/position:

Optional supporting narrative

The Education Alliance currently employs over 600 staff, spanning a range of roles, professions and salary scales (e.g. teachers, finance, catering, cleaning, premises and administration). Our workforce data shows us we employ more women than men in every quartile, and women and men have equal access to career opportunities and progression in the Trust.

In scrutinising our gender pay gap data, we can see that if we look at two separate groups of staff (teaching and associate staff), the mean gender pay gap for teachers is 3% and median is 0%, and for non-teaching staff the mean gender pay gap is 9% and the median is just under 12%.

We employ more female than male teachers in all quartiles and the gender pay gap in each teacher quartile is between 0-3%. We employ more females in all non-teaching quartiles, with 70% female in the upper pay quartile, 69% in the upper-middle quartile, 85% in the lower-middle quartile and 91% in the lower pay quartile. The lower pay quartile includes roles such as cleaning, catering and administration.

We will continue to ensure our policies, procedures, processes and practices promote the principles of equality and diversity and when we review them we will continue to ensure we are mindful of any potential impact regarding any protected characteristics.