

The Education Alliance Gender Pay Gap – Snapshot Date 31 March 2022

Introduction

The government requires us to submit and publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year. The national reporting format is restrictive; however, we also publish the report on our trust website, with narrative explaining the gap and any actions we intend to take. This report summarises the key findings of the report.

Key Findings

Our gender pay gap is 23% mean and 47% median overall. This is an improvement on last year's gap, which was 30% mean and 61% median.

Gender Split per Quartile 2022

This is the information we submit nationally, which details our gender split against four quartiles:

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile) - 2021	14%	19%	30%	39%
Female (% females to all employees in each quartile) – 2021	86%	81%	70%	61%

As you can see, we employ more females than males in all quartiles. The highest percentage of males sit within the highest quartile and the highest percentage of females sit within the lowest quartile. The roles that are captured in the lowest quartile are non-teaching roles, such as Cleaner, Catering Assistant, Administrator and Teaching Assistant. The majority of post holders in those roles are female.

If we look at our 10 highest earners in the trust, 60% are male and 40% are female. 58% of our top fifty earners in the trust are male and 42% are female.

A key factor in the gender pay gap is the significant difference in pay between non-teaching and teaching staff. Non-teaching staff generally earn less than teaching staff. For example, the hourly rate for the lowest earning teachers is currently £22.09, whereas for non-teaching staff the lowest pay point is currently £10.50, which is a difference of £11.59 per hour.

Summary

The trust employs more females than males in all quartiles, however, the gender split is less significant in the upper quartiles than the lower quartiles. Benchmarking is difficult in our sector as we employ most of our associate staff, and there are large volumes of lower paid staff (e.g. Cleaners, Catering) whereas in some schools and MATs such roles are outsourced and are therefore not included in the gender pay gap report.