

The Education Alliance Gender Pay Gap Report March 2021

Snapshot date: 31 March 2020

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	27%	48%

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	N/A	N/A

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%

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)	13%	19%	29%	39%
Female (% females to all employees in each quartile)	87%	81%	71%	61%

Supporting statement

I confirm that the information published here is accurate.

Signature: Lisa Longstaff

Date: 28th July 2021

Status/position: Director of HR and Governance

Optional supporting narrative

In education we have two key sets of terms and conditions: teaching and associate staff. Teaching staff tend to have a full-time equivalent of 32.5 hours per week, whereas associate staff tend to have a full-time equivalent of 37 hours per week. Teaching staff have higher salaries generally than associate staff, and as we employ slightly more associate staff than teaching staff, this is reflected in our overall gender pay gap (only two of the top 50 earners in the trust are associate staff). From a gender split perspective, 50% of the top ten earners in the trust are female; 40% of the top twenty earners are female and; 46% of the top fifty earners in the trust are female. If we look at our lowest earners, 50% of our lowest earners are female. The lowest earning professions in the trust are apprentices, catering and cleaning staff, with the majority being female and part-time.

The trust employs more females than males in all quartiles, and the highest percentage of males sits within the highest quartile.

The gender pay gap across all areas of staffing in the trust is 27% in the mean hourly pay, and 48% in the median hourly pay. However, in splitting associate and teaching staff, the gender pay gap significantly reduces to 3.75% in the mean hourly pay, and 0% in the median hourly pay for associate staff, and 10.84% in the mean hourly pay, and 0% in the median hourly pay for teaching staff.

The associate staff gender split illustrates below that whilst we employ more females than males in all quartiles, there is a greater percentage of males in the upper quartile than in the other quartiles. This is replicated for teaching staff. Whilst we have a number of female senior leaders, the two highest paid employees are male, and the majority of our headteachers are male (67%). We continue to make changes to encourage females to progress their careers in the trust. For example, we have amended the Pay Policy to include TLRs, which provide greater flexibility for teaching leadership posts. The majority of associate staff are classed as part-time, as they work less than the full-time equivalent for their role, due to term-time calculations. The majority of teaching staff are full-time, with 12 teaching leaders being part-time, and 69 teachers being part-time (there are 353 teaching staff across the trust).

In 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. This results in a significant pay gap if teaching and associate staff are considered together. If the two categories are split, the gender pay gap is much reduced (0% median for both categories).