



Pre-school Learning Alliance Gender Pay Gap Report 2017

Introduction

This gender pay report is for the snapshot date of 5 April 2017. The figures have been calculated using the standard format required by legislation the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In this report, the Pre-school Learning Alliance will publish the results of three of the six metrics as the Alliance does not pay bonuses:

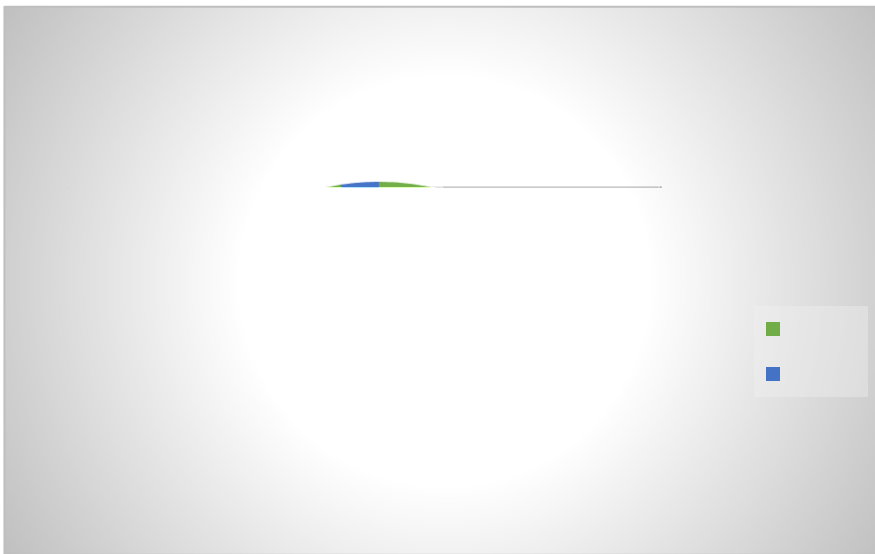
The Pre-school Learning Alliance

The Alliance uses defined pay scales based on the grading of a role. This means that two employees holding the same role will receive the same salary, regardless of gender.

Where gender pay gaps do exist, this is due to differing gender demographics in different job roles, as outlined below.

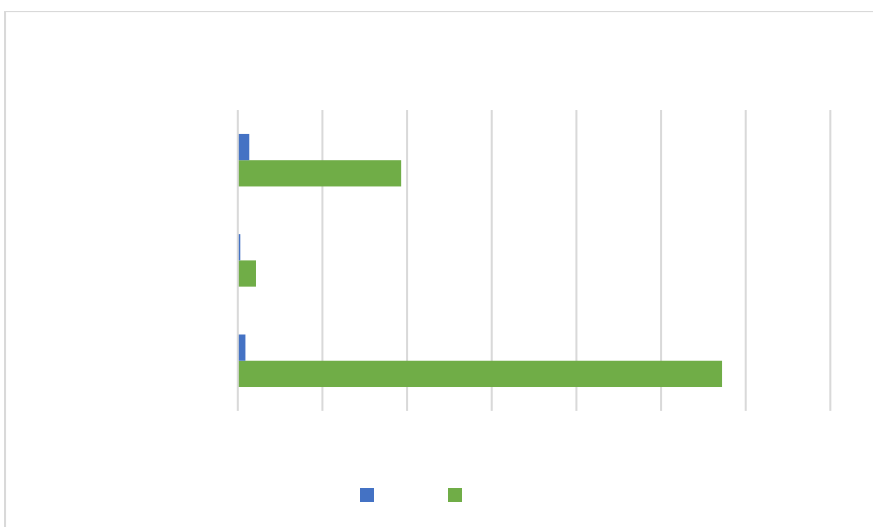
Pre-school Learning Alliance demographics

The gender divide in the Alliance is shown below. The number of female employees is significantly higher than the number of male employees.



Out of 1624 employees, 51 (3.14%) are male and 1573 are female. This profile reflects the industry trend in the early years sector, which is still predominantly female.

Proportion of Male to Female Employees in Staffing Groups



Looking at the gender divide by staffing groups the largest proportion of women are in the early years staffing group, while the largest proportion of men are in the professional and technical group.

Gender Pay Gap Explained

The pay gap should be viewed in the context of the high proportion of female and part-time female to males as this is the biggest contributor to our pay gap. In addition, males are predominantly employed in better paid functions.

Alliance staff fall into a number of groupings: professional/technical services, which comprises of the operational management team, HR, IT, Finance, Communication and support roles such as administration. The largest group, is early years practitioners, and the smallest group is catering and facilities (i.e. cooks and cleaners): all staff in this group are part-time.

The gender pay gap is to a great extent a result of the Professional & Technical group, as this group has a higher proportion of full-time high earning males. While within the early years and catering & facilities

In response to the results of the 2017 gender pay gap report the Alliance will ensure that we continue to:

- employ the highest quality of staff, assessed and selected only on their ability to meet the person specification criteria;
- offer an extensive in-house learning and development programme, which is available to all staff regardless of any characteristic;
- promote existing female and male staff from within the organisation - this is one of our key HR performance indicators;
- provide management development, in order to encourage female and male internal promotion to senior roles; and
- develop a culture that is reflective, open, learning and engaging.

Statement

I confirm that the Pre-school Learning Alliance is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.



Neil Leitch
Chief Executive
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