



Early Years Alliance Gender Pay Gap Report 2018

Introduction

This gender pay report is for the snapshot date of 5 April 2018. 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 Early Years Alliance will publish the results of three of the six metrics as the Alliance does not pay bonuses:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Proportion of male and female employees in each pay quartile

The gender pay calculations are based on ordinary pay, which includes basic pay, allowances, and pay for leave but excludes overtime pay, repayment of expenses and interest free-loans.

Commitment to equality, diversity and inclusion

The Alliance is committed to recognising, valuing and respecting the diversity of its employees, job applicants, service users, members, volunteers and trustees. The Alliance recognises that everyone has a contribution to make and it aims to ensure that all individuals, with whom it has contact, will be treated in a fair and consistent manner.

The Alliance is therefore committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion vi

The Alliance uses defined pay scales based on the grading of a role. This means that two employees

Proportion of Part-time and Full-time Employees by Gender

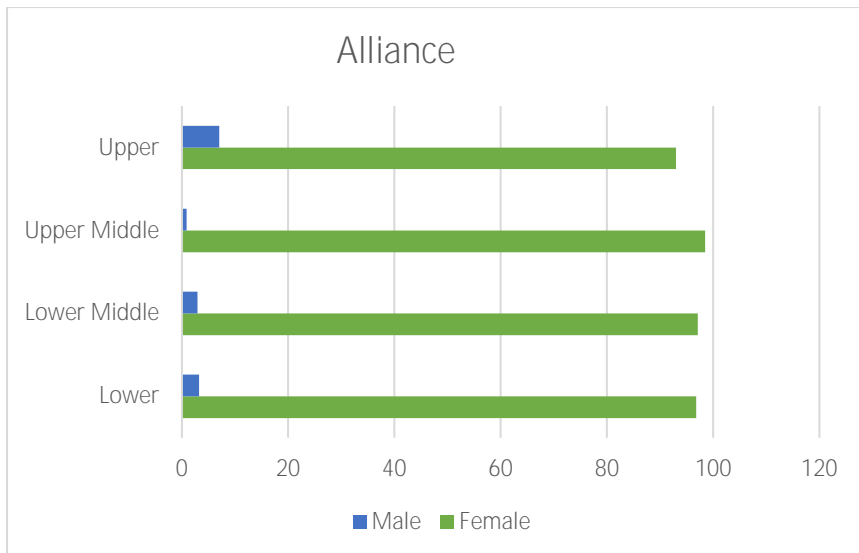
There are 19 part-time male employees compared to 989 part-time female employees, the largest proportion of which are childcare practitioners. This reflects the industry trend in the early years sector which not only has a high proportion of females but also part-time females.

Gender Pay Gap for the Early Years Alliance

1. The mean gender pay gap in hourly pay is 29% higher for men.
2. The median gender pay gap in hourly pay is 20% higher for men.
3. The proportion of male and female employees in each pay quartile as below:

Pay quartiles by gender

| Band | Male % | Females % | Description |
|------|--------|-----------|-------------|
|------|--------|-----------|-------------|



Gender Pay Gap Explained

The mean gender pay gap in hourly pay has increased by 1% since the 2017 report. This is attributed to the reduction in the number of female employees working within the Alliance.

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 three groups: 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 groups women are earning more than men, this is not due to a gender bias but rather due to the low numbers of men.

As previously stated, the Alliance uses defined pay scales based on the grading of a role. These pay scales vary according to the nature, qualification and responsibility of the role. Each grade has a set pay range with set incremental spine points. In 2018 the lowest grades within the early years group saw an increase in pay of 4.5% compared to a 1% increase in the professional & technical group.

Employees are therefore being paid according to the job they do and not according to any other criterion. Hence, where females and males hold the same job role, they are paid on the same grade scale.

Conclusion and Next Steps

gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is largely as a result of the under-representation of men in junior roles, which continues to be a challenge for the wider early years workforce. In addition, with a predominantly female workforce and our on-going organisational commitment to work-life balance, a -time and term-time.

In response to the results of the 2018 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 internal promotion to senior roles regardless of any characteristic; and
promote a culture that is reflective, open, learning and engaging.

The Alliance will apply a pay increase of up to 5% in the lowest grades within the early years group in 2019.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, the Alliance is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Statement

I confirm that the Early Years Alliance is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.



Neil Leitch
Chief Executive
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