



Early Years Alliance Gender Pay Gap Report 2020

Introduction

This gender pay report is for the snapshot date of 5 April 2020. 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 expense or season ticket 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 or belief, age, marriage or civil partnership,

The Early Years 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.

The Early Years Alliance's operational management group consists of seven Directors, four of which are women.

Early Years Alliance demonstrate same salary, regardless of gender.

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

There are 6 part-time male employees compared to 503 part-time female employees, the largest proportion of which are childcare educators. This reflects the industry trend in the early years sector which not only employs a high proportion of females but also part-time females.

Gender Pay Gap for the Early Years

Gender Pay Gap Explained

Alliance staff fall into five groups: Management (includes the Operational Management team), Early Years, Admin & Technical, i.e. HR, IT and Finance and Communication, Project Delivery and Catering & Facilities, i.e. Cooks and Cleaners (all staff in this group are part-time). The largest group is Early Years Educators and the smallest is Catering and Facilities.

The gender pay gap is to a great extent a result of the Management group, as this group has a higher proportion of full-time high earning males. While within the Early Years, Catering & Facilities groups there is a negative or low gender pay gap, this is not due to a gender bias but rather due to the low numbers of men in these groups.

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 2020 the lowest grades within the early years group saw an increase in pay of just over 6% compared to a pay freeze in the Management, Project Delivery and the Admin & Technical groups.

Employees are therefore being paid according to the job they do and not according to any other criteria. 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 early years and part-time roles, which continues to be a challenge for the wider early years workforce. In addition, with a predominantly female workforce and our

- 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.

None of these initiatives will, in isolation, 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 any progress that it is making.

Statement

I confirm that the Pre-school Learning Alliance is committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.

Neil Leitch
Chief Executive
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