

Early Years Alliance Gender Pay Gap Report 2021

Introduction

This gender pay report is for the snapshot date of 5 April 2021. 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 emplpfv32 r Tf1c1i1(sn) each(er p)-3(ay)-qReguorti mal

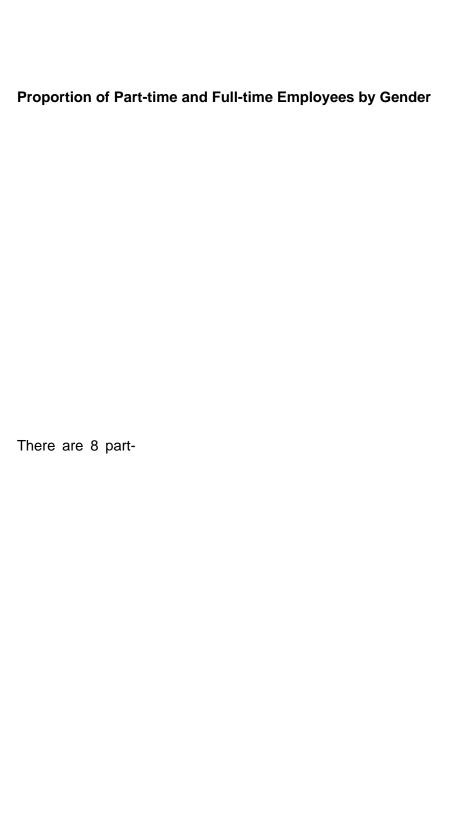
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The Early Years Alliance

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 Y



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, as a result of the Management group, as this group has a higher proportion of full-time high earning males. While within the Early Years and 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