



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 employees

The gender pay gap is the difference between the average pay of men and women in an organisation. It is calculated as a percentage of the average pay of men. The gender pay gap is calculated as follows: $\frac{\text{Average pay of men} - \text{Average pay of women}}{\text{Average pay of men}} \times 100$. The gender pay gap is a measure of the inequality of pay between men and women in an organisation. It is a key indicator of gender equality in the workplace. The gender pay gap is a measure of the inequality of pay between men and women in an organisation. It is a key indicator of gender equality in the workplace.

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

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

There are 8 part-

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.

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