

Pre-school Learning Alliance Gender Pay Gap Report 2023

Introduction

This gender pay report is for the snapshot date of 5 April 2023. 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 trading as 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

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

Early Years 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.

Gender Pay Gap Explained

Alliance staff fall into ~~All 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 and the smallest is Catering and Facilities.

There has been an improvement in the gender pay gap this year, which has seen a 20% decrease from last year, as a result of the early years staff receiving a higher percentage salary increase.

The majority of males as in previous years are in management and technical roles which have higher salary rates, while the Management group has a higher proportion of full-time high earning males.

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 2023 the lowest grades within the early years group saw a higher percentage increase in pay of 4.5% compared to those in the Management, Project Delivery and the Admin & Technical groups of 3.5%.

Statement

I confirm that the Early Years Alliance is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.



Neil Leitch
Chief Executive
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