

# GENDER PAY GAP REPORTING 2021

This report includes employees within Eastern Learning Alliance as at the snapshot date of 31<sup>st</sup> March 2021.

## Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap percentage difference, male to female	4.8%	6.7%

(Note: negative figures denote that the rate of hourly pay for females is higher than for men)

## Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap percentage difference, male to female	Not applicable	Not applicable

## Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (percentage paid a bonus compared to all male employees)	Not applicable
Female employees (percentage paid a bonus compared to all female employees)	Not applicable

**Proportion of male and female employees according to quartile pay bands**

	Quartile 1 – upper	Quartile 2 – upper middle	Quartile 3 – lower middle	Quartile 4 - lower
Male (percentage males to all employees in each quartile)	30%	35%	28%	25%
Female (percentage females to all employees in each quartile)	70%	65%	72%	75%

Signed:



Lucy Scott, Accounting Officer

Date: 16/02/2022