

# GENDER PAY GAP REPORTING 2023

This report includes employees within Eastern Learning Alliance as at the snapshot date of 31<sup>st</sup> March 2023.

## 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	11.8%	20.4%

(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)	35.28%	36.11%	24.37%	29.8%
Female (percentage females to all employees in each quartile)	64.72%	63.89%	75.63%	70.2%

Signed:



Lucy Scott, Accounting Officer

Date: 11/04/2023