

GENDER PAY GAP REPORTING 2025

This report includes employees within Eastern Learning Alliance as at the snapshot date of 31st March 2025.

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	8.0%	23.0%

(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)	34%	37.8%	25.1%	30.5%
Female (percentage females to all employees in each quartile)	66.0%	62.2%	74.9%	69.5%

Signed:



Lucy Scott, Accounting Officer

Date: