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Activate Learning Education Trust: Gender Pay Gap Report 2023, submission in March 2024

Summary

Along with all other Public Sector organisations employing more than 250 staff, Activate Learning Education Trust (ALET), is publishing details of its Gender Pay Gap. This information is being posted on www.gov.uk and on our website, www.alet.org.uk

We are required to publish 7 specific pieces of information which all other organisations are also supplying. This information is calculated using a prescribed formula and our results are based on the people on our payroll on 31 March 2023.

This document will explain how the Gender Pay Gap data has been collected and the calculations used to arrive at figures for 2023.

For the purposes of ALET's 2023 Gender Pay Gap report, the organisation had 481 relevant employees, which is an overall increase of 70 employees on the 2022 report. Of these 481 employees, 142 were Male and 339 were Female.

The Gender Pay Gap is the difference between the average earnings of men and women across the workforce. ALET, along with all other Local Government organisations who have 250 or more employees, is obliged to report on its annual gender pay gap. This report will provide an overview of how ALET's 2023 gender pay gap data has been compiled and calculated.

The data for the Gender Pay Gap Report has been extracted directly from EPM's portal and has been cleansed in line with Gender Pay Gap Reporting requirements.

Gender Pay Gap Reporting is calculated using payroll data captured on 31st March 2023, which is the standard "snapshot" date for this report.

The Gender Pay Gap is calculated using ordinary pay and bonuses. Ordinary pay is defined as basic pay, allowances, pay for piece work, leave and shift premium pay.

ALET's 2023 Gender Pay Gap

Gender pay gap reporting is divided into two sections:

- Average gender pay gap using ordinary and bonus pay, and:
- Quartile percentages

Average Gender Pay Gap

The following table outlines the average gender pay gap figures for 2023:

	2023
Mean Gender Pay Gap	22.05%
Median Gender Pay Gap	31.9%
Proportion of Males Receiving a Bonus	0.028%
Proportion of Females Receiving a Bonus	0.008%

The following table provides a comparison between the 2022 and 2023 gender pay gap figures:

	2022	2023
Mean Gender Pay Gap	22.0%	10.9%
Median Gender Pay Gap	36.3%	31.9%
Mean Bonus Gender Pay Gap	0.6081%	-22.08%
Median Bonus Gender Pay Gap	0.3560%	-20.18%
Proportion of Males Receiving a Bonus	0.032%	0.028%
Proportion of Females Receiving a Bonus	0.010%	0.008%

Quartiles

In addition we are required to publish the percentage of male and female staff in each quartile.

Quartiles are calculated by dividing the relevant employees in to four equal sections, the percentage of males and females that fall into each quartile are then calculated

The following table outlines the quartile percentages for 2023:

	2023	
	Males	Females
Upper Quartile	45.37%	54.63%
Upper Middle Quartile	35.36%	64.64%
Lower Middle Quartile	19.31%	80.69%
Lower Quartile	19.27%	80.73%

The following table provides a comparison between the 2022 and 2023 quartile figures:

	2022		2023	
	Males	Females	Males	Females
Upper Quartile	46.08%	53.92%	45.37%	54.63%
Upper Middle Quartile	39.81%	60.19%	35.36%	64.64%
Lower Middle Quartile	19.61%	80.39%	19.31%	80.69%

Lower Quartile	16.35%	83.65%	19.27%	80.73%
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Proportion of women and men in pay quartile bands

We calculate these figures by listing everyone's pay. We then divide this list into four equal sized groups, known as quartile bands. Each quartile band represents one quarter of the people who work for us. In each quartile band we then compare how many of the people are women and how many are men.

This information shows us that there are more women than men in each quartile. However, there are considerably more women than men in the lowest pay quartile band.

What these figures mean:

Mean and Median Gender Pay Gaps

ALET has a mean gender pay gap of 22.05%. The national average estimated by the Office for National Statistics fell from 17.8% in 2018 to 17.4% in 2019 and 15.5% in 2020 and in their view, this gap continues to decline.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

This is a standard calculation where the average hourly pay of all male employees is directly compared with the average hourly pay of all female employees. On average, for every £1.00 a female employee earns per hour a male employee earns just above £1.22 per hour.

The median gender pay gap is 31.9%. This is calculated by listing every individual's pay separately for women and for men and comparing the value which is exactly half way down each list.

Mean and Median Bonus Gender Pay Gaps and Bonus Comparison

The 2023 Gender Pay Gap data shows a difference in the mean and median bonus payments made to ALET employees in 2022 and 2023.

	2022			2023		
	Males	Females	Total	Males	Females	Total
Total Number of Employees Receiving a Bonus	4	3	7	3	2	5
Total Gross Value of Bonuses Paid	£15561.64	£14844.41	£30406.05	£17979.90	£13965.00	£31944.90