



# The Alpha Trust - Gender Pay Gap Reporting Statement

March 2024

## Introduction

1. The gender pay gap measures the difference between the average hourly earnings of men and women. Across the UK as a whole, median hourly pay for all employees was 14.3% less for women than for men in April 2023. Nationally, this gap has been declining over time<sup>1</sup>. There are also differences between full-time and part-time employees. ONS data shows that in April 2023:
  - Median hourly pay for part-time employees was 3.3% higher for women than for men;
  - Median hourly pay for full-time employees was 7.7% lower for women than for men.
2. The gender pay gap is higher nationally for all employees than it is for full-time or part-time employees because women fill more part-time jobs which in comparison with full-time jobs tend to have lower hourly median pay. The gender pay gap is also impacted by a number of social and economic factors including age, occupation, sector, region and seniority.

## Our workforce

3. The data in this report is a snapshot of the position at 31 March 2024. At that point, the Alpha Trust had four secondary academies, one primary academy and a central services team and employed 572 staff.
4. Our workforce consists of teaching staff and support staff. We employ more people in support staff roles than teaching staff roles, and the majority of our support staff work part-time (either fewer than full-time hours, term-time only, or both). Our support staff work in a range of roles including classroom support, catering, premises, administration, and wrap-around care.

## Tackling the gender pay gap

5. The Alpha Trust is committed to equality and diversity and to the principle of equal treatment for all employees. Analysing and publishing our data helps us to understand the gender pay gap in our organisation and the possible reasons for it.
6. The Alpha Trust uses the national pay scales for teaching and support staff, meaning that staff receive equal pay for like work. However equal pay is not the same as a gender pay gap. This can arise as a result of the roles and contract types that men and women have within the organisation.
7. The gender pay gap in our organisation has decreased since 2022-23. We have a range of measures in place to ensure that we continue to make progress:
  - We are committed to being an equal opportunities employer and we set out our commitment to equality and diversity in employment in our policies and procedures;

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<sup>1</sup> Office for National Statistics (ONS), released 1 November 2023, ONS website, statistical bulletin, [Gender pay gap in the UK: 2023](#)



- We offer a range of opportunities for flexible working including part-time working patterns and term-time only working patterns;
- Our pay and performance management system is applied consistently across the organisation and is designed to ensure fair recognition and reward of our staff;
- We evaluate our jobs fairly and robustly to ensure that consistent criteria are applied to pay and grading decisions;
- Our recruitment procedure is fair and transparent and is designed to ensure that we recruit the best candidates for the role. This includes anonymised application procedures in some cases.

### Reporting the gender pay gap

8. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, we are required to report on the following six measures:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- mean bonus gender pay gap (if relevant).
- median bonus gender pay gap (if relevant).
- proportion of males and females receiving a bonus payment (if relevant).
- proportion of males and females in each pay quartile.

9. Some of our staff have more than one contract with the Alpha Trust and where this is the case, the hourly rate for those contracts have been considered separately in calculating the gender pay gap.

### Alpha Trust data

10. In common with many employers in the education sector, we employ significantly more women than men.

Gender breakdown of workforce (March 2024)	%
Contracts held by male employees	24.8%
Contracts held by female employees	75.2%

11. Details of the gender pay gap amongst employees in the Alpha Trust are set out below. A positive figure indicates that men in this category are paid more than women, and a negative figure indicates that women in this category are paid more than men.

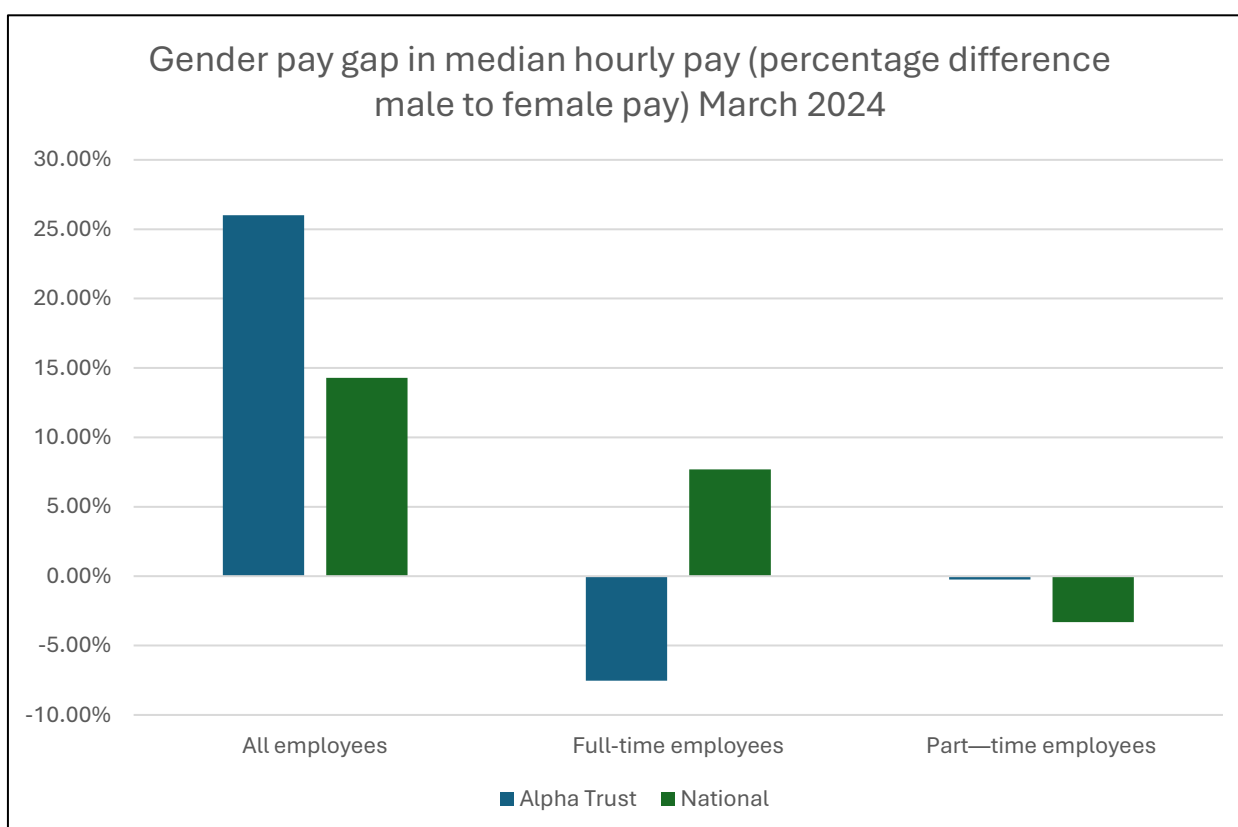
12. The gender pay gap for all employees shows that across the organisation as a whole, the average hourly rate for women (using both mean and median) is lower than for men. This reflects the fact that there are a large number of part-time support staff roles which are held predominantly by women.

13. However, the data for full-time and part-time employees separately shows a different picture. For both full-time workers and part-time workers, the median hourly rate for women is in fact higher than it is for men.



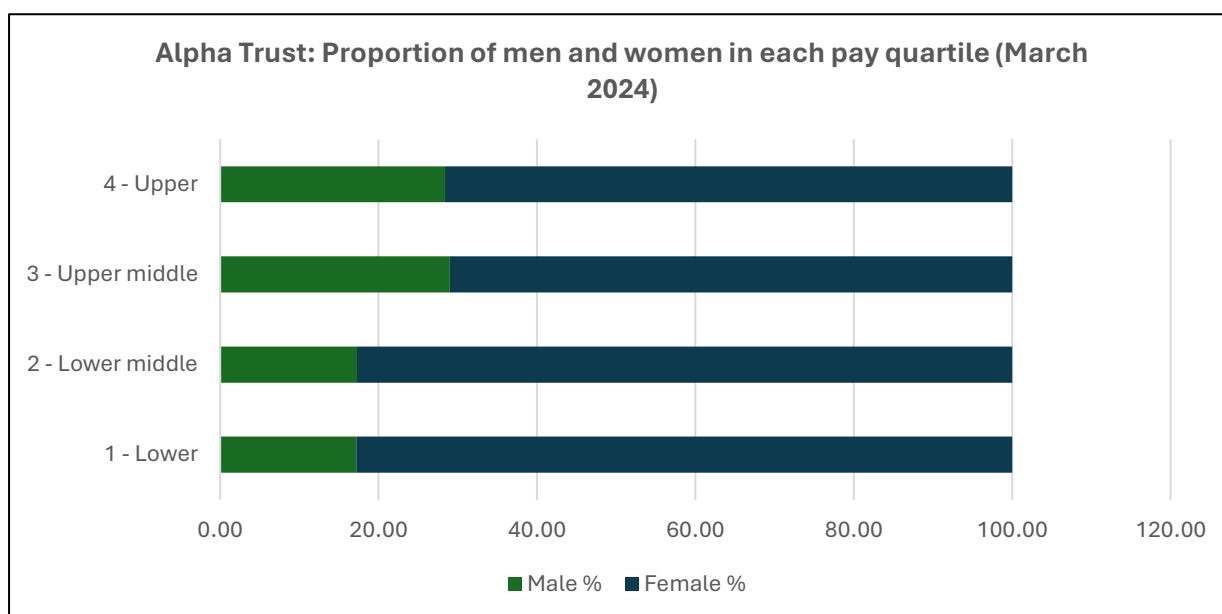
Gender pay gap in hourly pay (March 2024)	Alpha Trust (March 2024)	National (April 2023)
Gender pay gap in mean hourly pay	11.11%	-
Gender pay gap in median hourly pay (all employees)	26.01%	14.3%
Gender pay gap in median hourly pay (full-time employees)	- 7.54%	7.70%
Gender pay gap in median hourly pay (part—time employees)	- 0.25%	- 3.0%

**Note:** A negative figure above indicates that median hourly pay is higher for women than for men.



14. Our data also shows the proportion of men and women in each pay quartile.

	Quartile 1 - Lower	Quartile 2 - Lower middle	Quartile 3 - Upper middle	Quartile 4 - Upper
Males	17.18%	17.28%	29.01%	28.40%
Females	82.82%	82.72%	70.99%	71.60%



15. The legislation requires us to report on the gender pay gap in relation to the payment of bonuses. The Alpha Trust does not pay bonuses to its staff.

Gender pay gap in bonuses	Alpha Trust March 2024
Gender pay gap in mean bonus payment	Not applicable
Gender pay gap in median bonus payment	Not applicable
Proportion of males and females receiving a bonus payment	Not applicable

## Declaration

16. I confirm that the above information has been prepared using our payroll data from 31<sup>st</sup> March 2024.

Mrs Gillian Marshall  
Chief Executive Officer  
The Alpha Trust  
13/03/2025