

## Gender Pay Gap Statement 2019

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Exceed Academies Trust has calculated the following gender pay gap.

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender. We take equal pay seriously and we have undertaken numerous job evaluation reviews to ensure staff are paid fairly in accordance with their job roles.

We are required to calculate and publish the following figures:

- Mean Gender Pay Gap – 13.7%
- Median Gender Pay Gap – 15.5% (National average is 17.9%)
- Mean Bonus Pay Gap – N/A we do not pay bonuses
- Median Bonus Pay Gap – N/A we do not pay bonuses
- Proportion of males and females receiving a bonus payment – 0%
- Proportion of males and females in each quartile band (see table)

Quartile	Females	Males
Upper: 75-100% of employees	76.5%	23.5%
Upper middle: 50-75% of employees	85%	15%
Lower middle: 25-50% of employees	88.3%	11.7%
Lower: 0-25% of employees	84%	16%

At the snapshot date, we employed 478 staff - 399 women and 79 men. The majority of staff in the lower and lower middle pay quartiles are female (84% and 88.3%). This is because in most schools, the lowest pay quartiles include roles such as cleaning, catering, administration and classroom support. The majority of staff in these roles are female.

At the upper pay quartiles, it is pleasing to note that the majority of staff are also female and this figure has increased from last period (76.5%). This tells us that although a lot of women in our organisation are at the lowest pay quartiles, a lot are also at the upper pay quartiles.

The most senior positions in the organisation, with the exception of the Chief Executive Officer, continue to be filled by female staff.

According to the office for National Statistics, the national gender pay gap (median) fell from 18.4% to 17.9%. The median gender pay gap for Exceed Academies Trust fell from 22.65% to 15.5%.

Aside from the Chief Executive Officer, all but one of the most senior positions in our organisation on the date when the data was captured were female. The gender mix of the most senior roles in the organisation remained similar to that of the previous period and we continue to be proud that women hold the majority of the most senior positions in our organisation.

This year changes to the organisation, which will be reflected in next year's gender pay gap, include the addition of another female Headteacher and outsourcing of catering services in our schools. This should reflect an increase in women in the highest pay bands and we hope this will continue to close the gender pay gap.


We continue to encourage staff and managers to adopt flexible ways of working, to not only support the wellbeing and work life balance of staff but to ensure female staff are able to continue to progress in their careers within our organisation.

In association with the Lancashire and West Yorkshire Leadership Equality and Diversity Fund, our Teaching Schools are leading events to support aspiring and existing school leaders that are pregnant or on maternity leave. These projects are designed to ensure staff continue to progress into leadership positions following breaks in their career for maternity leave.

Calculating the gender pay gap is only the start in our journey to closing it and we are very pleased to see that we've made great progress in the first 12 months.

## **Declaration**

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2018 and fairly reflects the gender pay gap for Exceed Academies Trust.

Signed: 

Name: Duncan Jacques (Chief Executive Officer) March 2019