

GENDER PAY GAP

2021 - 22

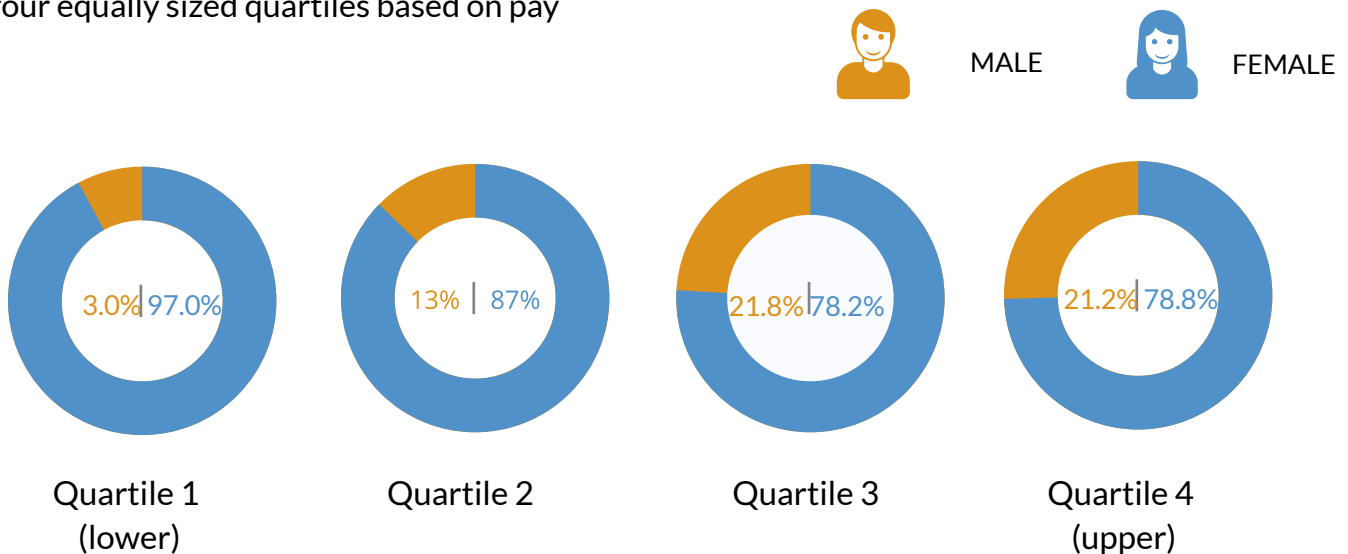


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PAY DATA

PAY QUARTILES

The image across shows the gender distribution at Exceed Academies Trust when colleagues are placed into four equally sized quartiles based on pay



DIFFERENCE IN HOURLY RATE

All roles within the Trust follow a job evaluation process and have the same remuneration regardless of gender or any other factor. The Trust currently has higher percentages of female employees within all pay quartiles; however, the low numbers of male employees in the lower two pay quartiles results in the average pay across the Trust being higher for males.

MEAN	MEDIAN
Women's mean hourly rate is 25.4% lower than men's	Women's median hourly rate is 34.5% lower than men's

A message from **Duncan Jacques CBE**, Chief Executive Officer of Exceed Academies Trust

Gender Pay Gap – Exceed Academies Trust
Published March, 2023

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. At Exceed Academies Trust, we take equal pay seriously and are confident that the required steps are taken to ensure that our staff is paid fairly and by their job roles.

At Exceed Academies Trust, we are passionate about addressing our commitment to diversity. We continue to do so in several ways, including recruiting new employees based on their skills and qualities instead of their demographic characteristics (gender, ethnicity, age, etc.) and providing all employees equal opportunities for continuing professional development to progress their careers.

At the snapshot date of 31 March 2022, Exceed Academies Trust employed 539 staff - 437 females (81.1%) and 102 males (18.9%). There were significantly more females used in each pay quartile, including the top quartile (74.8%), which indicates the number of successful female leaders within our Trust. This is a marginal increase in 2021's figures when 74.3% of females occupy roles within the upper pay quartile. Additionally, most senior positions within our organisation, except for the Chief Executive Officer, remain occupied by female staff.

As with our 2021 figures, it is clear that a large proportion of females still occupy roles in the lower and lower middle quartiles, mainly administration and classroom support roles. The gender mix within our organization has remained similar to that of the previous period. However, the proportion of males has increased in all four quartiles by 1% overall. However, in the lower two quartiles, it's clear that the proportion of females remains much higher than males, which accounts for the mean hourly rate for women being 25.4% lower than men.

We encourage staff and managers to adopt flexible working methods to support their well-being and work-life balance and ensure female staff members can continue progressing in their careers within our organisation.

Exceed Academies Trust is dedicated to closing the gender pay gap. It recognises this is part of an ongoing commitment to actively promoting equality and diversity within the education-based workforce.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Exceed Academies Trust is required to carry out Gender Pay Gap Reporting



Duncan Jacques CBE | Chief Executive Officer | Exceed Academies Trust