

GENDER PAY GAP 2023

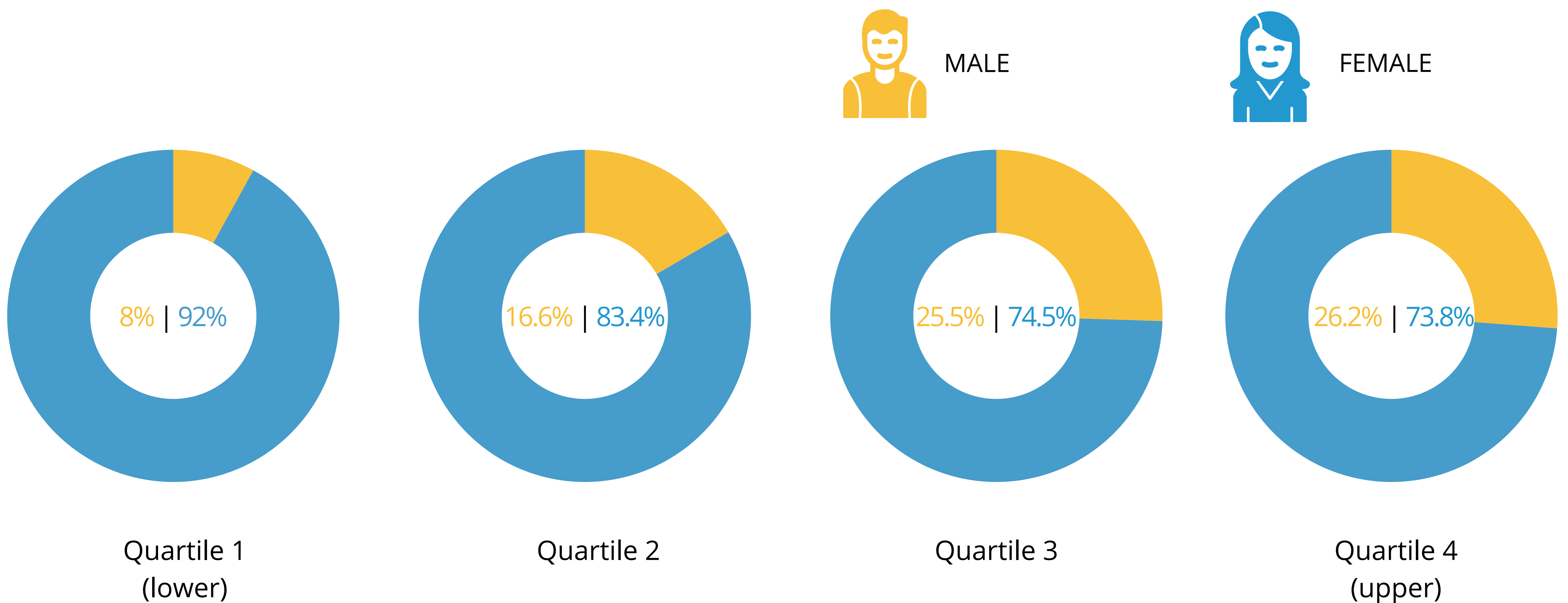
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PAY DATA

PAY QUARTILES

The image below 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 18% lower than men's	Women's median hourly rate is 16.1% 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, 2024

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not to 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 we are confident that the required steps are taken in order to ensure that our staff are paid fairly and in accordance with their job roles.

At Exceed Academies Trust, we are passionate about addressing our commitment to diversity and we continue to do so in a number of ways including recruiting new employees based on their skills and qualities instead of their demographic characteristics (gender, ethnicity, age etc.) and providing all employees with equal opportunities for continuing professional development, in order to progress their career. Furthermore, the Trust is developing an Equity, Diversity and Belonging strategy as we have a goal to become an employer of choice. We recognise that we are an inclusive and diverse multi academy trust and ultimately, our aim is to employ a workforce that reflects the communities it serves. We are committed to achieving a balanced workforce at all levels, whilst ensuring that no individual is disadvantaged or treated less favourably.

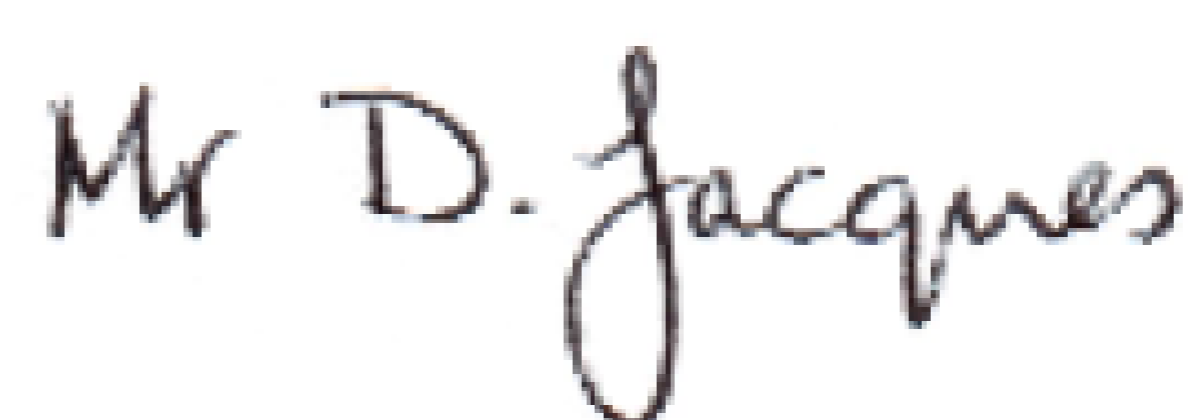
At the snapshot date of 31 March 2023, Exceed Academies Trust employed 750 staff - 607 females (80.9%) and 143 males (19.0%). There were significantly more females employed in each of the pay quartiles, including the top quartile (73.8%), which is indicative of the number of successful female leaders within our Trust. However, this is a marginal decrease on 2022's figures, when 74.8% of females were occupying roles within the upper pay quartile. Additionally, the majority of most senior positions within our organisation, with the exception of the Chief Executive Officer, continue to be occupied by female staff.

As with our 2022 figures, it is clear to see that a large proportion of females still occupy roles in the lower and lower middle quartiles; these are mainly administration and classroom support with some cleaning roles. The gender mix within our organisation has largely remained similar to that of the previous period, however, the proportion of males within the Upper Quartile has increased by 1%.

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

Exceed Academies Trust is dedicated to closing the gender pay gap and recognises that this is part of an ongoing commitment to the active promotion of 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