



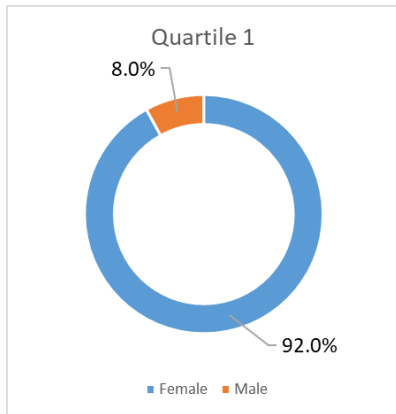
## Exceed Academies Trust - Gender Pay Gap 2024

### Pay Data

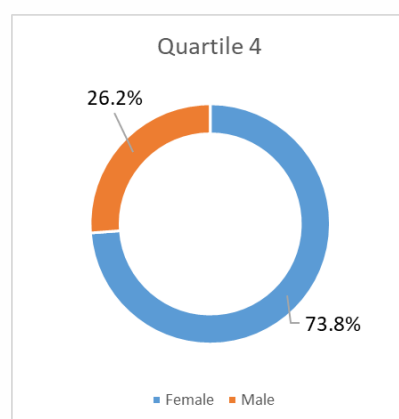
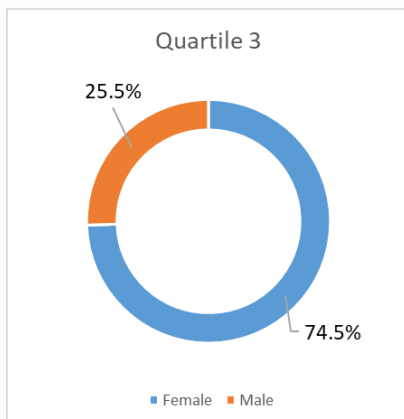
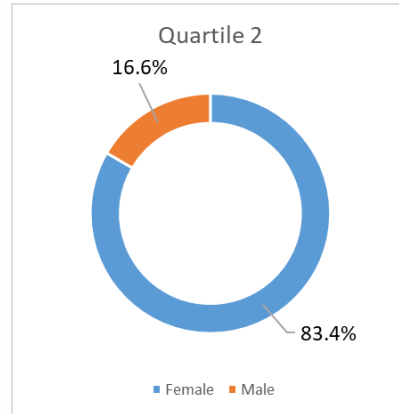
#### Pay Quartiles

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

Male	
Female	



(Lower)




(Upper)

Together we **Exceed**

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## 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 <b>17% lower</b> than men's	Women's median hourly rate is <b>18% lower</b> than men's

### Exceed Academies Trust - Gender Pay Gap Statement

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 has published an Equity, Diversity and Belonging strategy, which outlines our ongoing commitment 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 which 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 2024, Exceed Academies Trust employed 868 staff - 707 females (81.4%) and 161 males (18.6%). There were significantly more females employed in each of the pay quartiles, including the upper quartile (73.7%), which is indicative of the number of successful female leaders within our Trust. 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 figures from 31 March 2023, 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 catering 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 5%.

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 equity and diversity within the education-based workforce.



**Duncan Jacques CBE**  
**Chief Executive Officer of Exceed Academies Trust**