

GENDER PAY GAP

2021 - 22



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PAY DATA

PAY QUARTILES

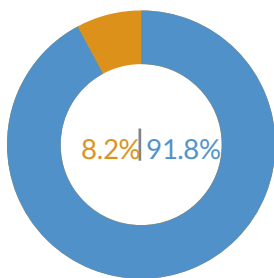
The image across shows the gender distribution at Exceed Academies Trust when colleagues are placed into four equally sized quartiles based on pay



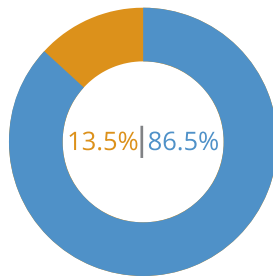
MALE



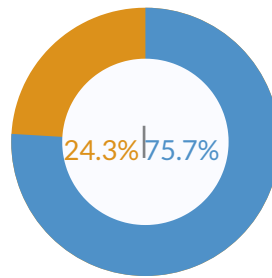
FEMALE



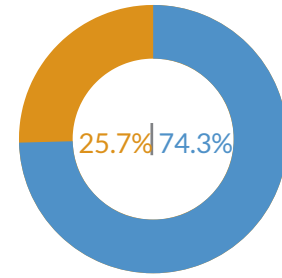
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)



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 19.6% lower than men's	Women's median hourly rate is 28.5% 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, 2022

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 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 in their career.

At the snapshot date of 31 March 2021, Exceed Academies Trust employed 591 staff - 485 females (82.1%) and 106 males (17.9%). There were more females employed in each of the pay quartiles, including the top quartile (74.3%), which is indicative of the number of successful female leaders within our Trust. This is a marginal increase on 2020's figures, when 73.2% 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 2020 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 cleaning, catering, administration and classroom support roles. The gender mix within our organisation has remained similar to that of the previous period, however, the proportion of males has decreased in all four quartiles by 1.4% overall.

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.

In association with the Lancashire and West Yorkshire Leadership Equality and Diversity Fund, our Teaching School Hub continues to lead events to support aspiring and existing school leaders that are pregnant or on maternity leave. These projects, including awareness sessions wellbeing days and training events, are designed to ensure staff continue to progress into leadership positions following breaks in their career for maternity leave.

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