

Gender Pay Gap Statement 2020

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Exceed Academies Trust is able to present the following calculations in respect of the 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 are confident that the required steps are taken in order to ensure that staff are paid fairly in accordance with their job roles.

We are required to calculate and publish the following figures:

- Mean Gender Pay Gap – 13.6%
- Median Gender Pay Gap – 21.4% (National average is 17.3%)
- Mean Bonus Pay Gap – N/A
- Median Bonus Pay Gap – N/A
- Proportion of males and females receiving a bonus payment N/A
- Proportion of males and females in each quartile band (see table)

Quartile	Females	Males
Upper: 75-100% of employees	74.2%	25.8%
Upper middle: 50-75% of employees	76%	24%
Lower middle: 25-50% of employees	84.3%	15.7%
Lower: 0-25% of employees	90.1%	9.9%

At the snapshot date, 31 March 2019, Exceed Academies Trust employed 483 staff - 392 women and 91 men with the majority of staff in the lower and lower middle pay quartiles being female (84.3% and 90.1%). This is representative of the 2018 figures and as with last year, this is due to a high proportion of female staff occupying roles within the lowest pay quartiles includes roles such as cleaning, catering, administration and classroom support.

Within the upper pay quartiles, it is positively noted that the majority of staff are also female and although this figure has reduced slightly, it remains over 70% (74.2%), which is only a marginal reduction of 2.3% on 2018. This tells us that although a great proportion of women in our organisation are employed within the lower pay quartiles, a substantial amount of women also occupy roles within the upper pay quartiles.

Additionally, the majority of 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 17.8% (2018) to 17.3% (2019) whereas Exceed Academies Trust gender pay gap median calculation rose from 15.5% (2018) to 21.4% (2019).

The gender mix within the organisation remained similar to that of the previous period, however the proportion of males has increased in all quartiles other than the lower quartile which has seen an increase in female employees. We do however continue to be proud that women hold the majority of the most senior positions in our organisation.


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 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 just part of an ongoing commitment to the active promotion of equality and diversity within the education based workforce.

Declaration

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2019 and fairly reflects the gender pay gap for Exceed Academies Trust.

Signed: 

Name: Duncan Jacques (Chief Executive Officer) April 2020