



Gender Pay Gap Information April 2023

Exceed Learning Partnership is committed to the promotion of equality of opportunities to all employees, and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Exceed Learning Partnership 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 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. 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 – 21.64%

Median Gender Pay Gap – 40.95%

Mean Bonus Gender Pay Gap – N/A

Median Bonus Gender 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 below)

Quartile	Females	Males
Upper: 75-100% of employees	70%	30%
Upper middle: 50-75% of employees	77%	23%
Lower middle: 25-50% of employees	92%	8%
Lower: 0-25% of employees	96%	4%

At the snapshot date, 5 April 2023, Exceed Learning Partnership Trust employed 622 staff – 521 women and 101 men with the majority of staff in the lower and lower middle pay quartiles being female (95% and 97%). 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. 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. This illustrates that the overall pay gap is a result of the significantly low proportion of males in the more junior grades.

The gender mix within the organisation is comparable to that of similar Trusts of our size. 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 staff are able to continue to progress in their careers within our organisation.

Exceed Learning Partnership Trust is dedicated to monitoring 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 5 April 2023 and fairly reflects the gender pay gap for Exceed Learning Partnership.

Beryce Nixon

Chief Executive Officer

Signed: CEO: *B.A. Nixon*

Signed: Chair of Directors:

