

Gender Pay Analysis Report

31.03.2023

At Engage Enrich Excel Academies we are committed to the equality, diversity and inclusion of our workforce and to seeking to ensure that all our staff are recruited and paid in a fair and equitable manner. In order to support this aim we currently have in place the following:

- Use of national pay scales
- Open and transparent recruitment processes
- Use of structured interview and selection processes
- The use of skills-based assessments as part of the selection process
- Our Recruitment Selection and Disclosure policy
- Our Equal Opportunities and Diversity policy

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 relevant public authorities who employ 250 staff are required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government. The snapshot date for the report is 31st March each year. Consequently, the following data is as at 31.03.2023.

A	Percentage Mean Pay Gap (Difference in Male to Female Mean pay)		17.9%
B	Percentage Median Pay Gap (Difference in Male to Female Median pay)		25.6%
C	Gender in Staff Quartile 1	Male	2.4%
		Female	97.6%
D	Gender in Staff Quartile 2	Male	3.6%
		Female	96.4%
E	Gender in Staff Quartile 3	Male	13.3%
		Female	86.7%
F	Gender in Staff Quartile 4	Male	9.6%
		Female	90.4%

Hourly pay gap

In our organisation women earn 74p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 25.6% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 17.9% lower than men.

In EEEA, women occupy 90.4% of the highest paid jobs and 97.6% of the lowest paid jobs.

Compared to similar sized education employers, the median and mean averages gender pay gaps between men and women at the Trust is relatively low.

In the lower pay quartile the fact that lower paid support staff roles, such as Midday Supervisors and Teaching Assistants, predominantly attract female applicants due to their part time and term time working nature. Whilst the Trust could seek to try and recruit more male employees to these roles there would need to be a



wider societal shift for men to be more attracted to them.

Whilst we recognise the absolute importance of reducing the national gender pay gap, in EEEA's case we can view part of this figure as a positive reflection of our ability to cater in vast numbers for a specific demographic. The level of subscription to these works and pay arrangements is proof of their popularity and our need and ability to respond to the demands of our local labour market.

Our Equal Opportunities Policy was developed from our desire to demonstrate our clear and unwavering commitment to treating all of our employees with parity where gender and all protected characteristics are concerned. The EEEA has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements. This is reflected in the way we remunerate our staff. Academic colleagues at EEEA are currently paid against a structured framework which rewards experience regardless of gender. Similarly, pay for our Support colleagues is reviewed and benchmarked regularly to ensure our rates are competitive and reflective of the level of talent and responsibility required.

EEEE continues to work hard to support the work-life balance of its employees and recognises that flexibility in this regard is a growing requisite of many people in the modern labour market

