



engage enrich excel academies

181 Frimley Road,
South Camberley Primary & Nursery School Junior Site,
Camberley Surrey GU15 2QB ·
www.eeea.co.uk

Gender Pay Analysis Report 31.03.2024

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 31.03.2024.

A	Percentage Mean Pay Gap (Difference in Male to Female Mean pay)	21.7%	
B	Percentage Median Pay Gap (Difference in Male to Female Median pay)	43.3%	
C	Gender in Staff Quartile 1	Male	2.3%
		Female	97.7%
D	Gender in Staff Quartile 2	Male	3.4%
		Female	96.6%
E	Gender in Staff Quartile 3	Male	13.8%
		Female	86.2%
F	Gender in Staff Quartile 4	Male	6.6%
		Female	93.4%
G	Gender Balance of workforce	Male	6.6%
		Female	93.4%
H	Number of Employees by Gender	Male	23
		Female	325

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%





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Hourly pay gap

'A' in the table shows mean (average) hourly women's pay is 21.7% lower than men.

'B' in the table shows women earn 57p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 43.3% lower than men's.

"C to F" in the table ranks the workforce according to pay, from lowest to highest and then splits the workforce into four groups with equal numbers of employees (87 employees in each Quartile). In EEEA, women occupy 93.4% of the highest paid jobs and 97.7% 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.

EEEA 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

