

Gender Pay Gap, March 2025

Analysis Report

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

- National pay scales
- Open and transparent recruitment processes
- Structured interview and selection processes
- Skills-based assessments as part of the selection process
- Recruitment Selection and Disclosure policy
- Pay policy and Appraisal policy
- 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 this report is 31st March 2025.

Workforce Composition

The Trust employs a higher proportion of females than males, within its workforce of 314 employees. High representation of women is also reflected nationally in the education workforce, with 86.2% being female in primary schools and nurseries according to the School Workforce Census 2024/25.



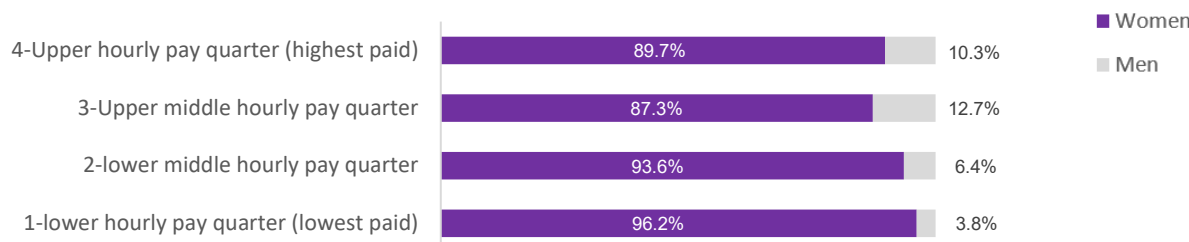
Hourly Pay

The gender pay gap is assessed by the following measures:

- 19.1% (81p) £1 Women's mean (average) hourly pay was 19.1% lower than men's. This means they earned 81p for every £1 that men earn when comparing median hourly pay.

- 44.7% (55p) £1 Women's median hourly pay was 44.7% lower than men's. This means they earned 55p for every £1 that men earn when comparing median hourly pay.

The split of women by pay quartiles is as follows:



In the lower pay quartile, 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.

Bonus Pay

Trustees/Governors may on occasion approve payment of honoraria in recognition of work that goes beyond that normally expected of the post holder.

1.74% of women received bonus pay (5) 3.85% of men received bonus pay (1)

Women's median and mean (average) bonus pay was 86.7% lower than men's. This means they earned 13p for every £1 that men earn in bonus pay.

Commitment to Equality and Fair Pay

The Trust's Equal Opportunities Policy reflects its unwavering commitment to treating all employees with parity regarding gender and all protected characteristics. The organisation ensures that its gender pay gap is not a result of unequal pay practices; instead, it maintains a clear, written pay policy where gender plays no part in salary grade assessment.

Salary grades are strictly determined by the nature of the role, including job complexity, responsibility, supervision duties, and education requirements:

- **Teachers:** Academic staff are currently paid against a structured framework that rewards experience and expertise regardless of gender.
- **Support Staff:** Pay for support staff is regularly reviewed and benchmarked to ensure competitive rates that reflect the level of responsibility and talent required.

Addressing the Gender Balance

While the Trust ensures equal pay for equal work, it recognises that the gender pay gap is primarily driven by workforce composition. To address this, EEEA can employ the following strategic actions:

- **Targeted Recruitment:** The Trust may actively seek to recruit more male staff into roles where they are under-represented to improve the overall gender balance.
- **Bias Mitigation:** The Trust ensures all job roles are evaluated for fair pay and advertised without gender bias. Furthermore, EEEA encourages schools to use diverse interview panels to minimise the impact of unconscious bias during selection.
- **Retention and Career Progression:** To support the long-term career growth of women, EEEA encourages schools to review retention plans for staff returning from maternity leave.
- **Flexible Working:** EEEA continues to promote wellbeing and work-life balance, recognising that flexible working is a vital requisite in the modern labour market and a key driver in closing the gap.