

Engage Enrich Excel

Gender Pay Analysis Report

This is the Gender Pay Gap Analysis Report for Engage Enrich Excel Academies for the sample date of 31 March 2019. As an employer of over 250 people, EEEA is 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.

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|----------|------------------------------------------------------------------------------|---------------|--------------|
| A | Percentage Mean Pay Gap (Difference in Male to Female Mean pay) | | 18.7% |
| B | Percentage Median Pay Gap (Difference in Male to Female Mean pay) | | 10.2% |
| C | Gender in Staff Quartile 1 | Male | 6.8% |
| | | Female | 93.2% |
| D | Gender in Staff Quartile 2 | Male | 9.6% |
| | | Female | 90.4% |
| E | Gender in Staff Quartile 3 | Male | 12.2% |
| | | Female | 87.8% |
| F | Gender in Staff Quartile 4 | Male | 16.4% |
| | | Female | 83.6% |

The personal choices our colleagues make around their working patterns have been a key driver in our gender pay gap. For example, most of the working arrangements agreed with this cross-section of employees are part-time and term-time only; these types of common working terms are of course very attractive among parents (and of those, often women, who are still overwhelmingly the primary care givers to most UK children) who want to balance work with the ability to spend the school holidays with their children. 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.

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 work 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.