



## Gender Pay Gap Reporting for 2017 to 20180

**Excalibur Academies Trust** is committed to looking at the gender pay gap and will take action to remedy the gap. It will look at a sustainable strategy to tackle the differential.

The Gender Pay Gap Report is based on data as at 31st March 2017. At this date Excalibur employed 473 staff of which 351 were female (74.2%) and 122 were male (25.8%).

### Mean and Median Gender Pay Gap for Hourly Pay and Bonuses

These calculations show the difference between the mean and median hourly rate of pay and bonuses that male and female full-pay relevant employees receive.

Mean Gender Pay Gap in Hourly Pay *	17.25%
Median Gender Pay Gap in Hourly Pay*	31.93%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A
Proportion of Males receiving Bonus Payments	N/A
Proportion of Females receiving Bonus Payments	N/A

\*A positive percentage figure means women's hourly rate is 17.25% lower on the mean measurement than men's (mean is an average of all rates). The median indicates that women's pay is 31.93% lower than men's (median is the middle point of all rates).

### Proportion of Males and Females in each Pay Quartile

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

	Male	Female
Upper Quartile	38.98%	61.02%
Upper Middle Quartile	22.03%	77.97%
Lower Middle Quartile	15.25%	84.75%
Lower Quartile	26.89%	73.11%

Comparing results between the quartiles indicates the distribution of full-pay relevant male and female employees across the organisation e.g. in every quartile EAT has more females as there are more female workers overall, however the percentage gap is much smaller in the Upper Quartile.

### Narrative

- EAT employ more female staff than male, this is indicative of the Education sector as a whole.
- Excalibur's Mean Gender Pay Gap is lower than the UK average of 18%, the Median Pay Gap is higher because proportionally more males are in higher paid roles, this could be due to length of service.
- There are no differences in pay rate for different genders occupying equivalent roles as all roles are scale point related.
- No employees have been paid bonuses for this period.