



Gender Pay Gap Report

Excalibur Academies Trust is an equal opportunities employer committed to reviewing the gender pay gap.

The Gender Pay Gap Report is based on data as at 31 March 2018. At this date Excalibur employed 466 staff of which 350 were female (75.1%) and 116 were male (24.9%).

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*	21.32%
Median Gender Pay Gap in Hourly Pay*	25.92%
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 21.32% lower on the mean measurement than men's (mean is an average of all rates). The median indicates that women's pay is 25.92% 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	38.46%	61.54%
Upper Middle Quartile	22.41%	77.59%
Lower Middle Quartile	23.28%	76.72%
Lower Quartile	15.38%	84.62%

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

- Excalibur Academies Trust employ more female staff than male, this is indicative of the education sector as a whole.
- The mean gender pay gap has increased from 2017 because there are now significantly fewer men in lower paid roles (lower and lower middle quartiles) but little change in the upper middle and upper quartiles. This could also 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 a bonus for this period.