

# Gender Pay Gap Report

## Excalibur Academies Trust

As at the snapshot date of 31/03/2020



### Pay and Bonus Gap

<b>Mean gender</b>	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female pay gap full-pay relevant employees	<b>16.7%</b>	
<b>Median gender</b>	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	<b>31.6%</b>	
<b>Mean bonus gap</b>	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0%</b>	
<b>Median bonus</b>	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0%</b>	
<b>Bonus</b>	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	<b>0%</b>	<b>0%</b>

1. The mean GP has narrowed slightly from 18.4% to 16.7%. *The UK average, amongst all employees in the UK dropped to 15.5% in 2020 (from 17.4%\* ONS Data at April 2020).* The median pay gap has also narrowed from 31.9% to 31.6%.
2. Excalibur Academies Trust employs more female staff than male, this is indicative of the education sector as a whole.
3. There are no differences in pay rates for different genders occupying equivalent roles, as all roles are advertised on a pay rate and range.
4. The Trust has structured interviews that ask exactly the same questions of all candidates in a predetermined order and format. The selection criteria used reduce the impact of unconscious bias.