



Excalibur Gender Pay Gap Report 2026

Excalibur Academies Trust reports and publishes its gender pay gap annually. The snapshot date for the 2026 report is 31st March 2025.

Gender Pay Gap – Summary

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Excalibur Academies Trust is required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees.

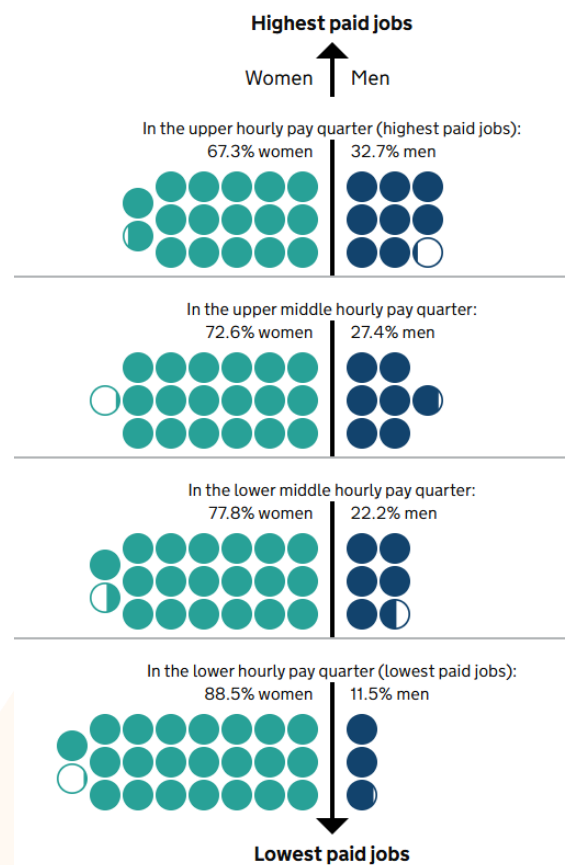
Gender Pay and Excalibur Academies Trust

The gender pay information for the Trust is as follows:

1. Mean Gender Pay Gap: 19.4%
 - The mean gender pay gap is the difference between the mean hourly rate of pay of male to female employees (full-pay comparison)
2. Median Gender Pay Gap: 46.5%
 - The median gender pay gap is the difference between the median hourly rate of pay of male to female employees (full-pay comparison)
3. Mean and Median Bonus Gap, and Bonus Proportions: 0%
 - The mean bonus gap is the difference between the mean bonus pay of male to female employees
 - The median bonus gap is the difference between the median bonus pay of male to female employees
 - The bonus proportions is the proportion of male and female employees who were paid a bonus
 - Whilst the Trust is required to report on these three measures, as the Trust does not pay bonuses the figure is 0% for all

4. Quartile Pay Bands

- Quartile pay bands are the proportions of female and male employees in the lower, middle, upper middle, and upper quartile pay bands



The gender split across the workforce is 77% female, and 23% male. This ratio has remained the same as the 2025 report which showed an improvement from an 80/20 split in the 2024 report.

If staff were distributed evenly across the pay quartiles by gender, each quartile would show 77% female and 23% male. This result shows that:

- Female staff are underrepresented in the upper two quartiles
- The lower middle quartile is gender balanced (within 0.6%)
- Female staff are overrepresented in the lower quartile
- Male staff are underrepresented in the total workforce

This result is indicative of the Education Sector. The Trust remains committed to working towards a gender and pay balanced workforce, as equality is fundamental to the values of the Trust.

Compared to the previous report, there has been improvement in:

- The lower middle quartile, reducing from 78.6% to 77.8% female

However, this improvement is contrasted by:

- A decrease in females in the upper middle quartile (-1.9%)
- An increase in females in the lower quartile (+1.3%)
- Increases in the Mean (+1.3%) and Median pay gap (+4.2)