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EXCEED

# Gender Pay Gap Report

## Snapshot 31<sup>st</sup> March

### 2025



**Exceed Learning Partnership**  
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Exceed Learning Partnership is committed to the promotion of equality of opportunities to all employees, and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Exceed Learning Partnership is able to present the following calculations in respect of the gender pay gap.

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not to be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender. We take equal pay seriously and we are confident that the required steps are taken in order to ensure that staff are paid fairly in accordance with their job roles.

We are required to calculate and publish the following figures:

Mean Gender Pay Gap – 25.48%

Median Gender Pay Gap – 40.77%

Mean Bonus Gender Pay Gap – N/A

Median Bonus Gender Pay Gap – N/A

Proportion of males and females receiving a bonus payment – N/A

**Proportion of males and females in each quartile band (see table below)**

Quartile	Females	Males
Upper: 75-100% of employees	72%	28%
Upper middle: 50-75% of employees	78%	22%
Lower middle: 25-50% of employees	89%	11%
Lower: 0-25% of employees	98%	2%

At the snapshot date of 31<sup>st</sup> March 2025, Exceed Learning partnership employed 692 staff, of which 582 are female and 110 male.

Within the upper pay quartiles, it is positively noted that the majority of staff are also female. This tells us that although a great proportion of women in our organisation are employed within the lower pay quartiles, a substantial number of women also occupy roles within the

upper pay quartiles. This illustrates that the overall pay gap is a result of the significantly low proportion of males across the trust.

The gender mix within the organisation is comparable to that of similar Trusts of our size. We continue to encourage staff and managers to adopt flexible ways of working, to not only support the wellbeing and work life balance of staff but to ensure staff are able to continue to progress in their careers within our organisation.

Exceed Learning Partnership Trust is dedicated to monitoring the gender pay gap and recognises that this is just part of an ongoing commitment to the active promotion of equality and diversity within the education-based workforce.

### Declaration

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31<sup>st</sup> March 2025 and fairly reflects the gender pay gap for Exceed Learning Partnership.

Beryce Nixon OBE

Chief Executive Officer

Signed: CEO: 

Signed: Chair of Directors: 