Exceed Learning Partnership
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Gender Pay Gap Report

Snapshot 31st March 2026



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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 – 29.34%

Median Gender Pay Gap – 47.33% Mean

Bonus Gender Pay Gap – N/A

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	71%	29%
Upper middle: 50-75% of employees	78%	22%
Lower middle: 25-50% of employees	93%	7%
Lower: 0-25% of employees	97%	3%

At the snapshot date of 31st March 2026, Exceed Learning partnership employed 702 staff, of which 595 are female and 107 male.

Women represent 71% of our upper pay quartile, reflecting strong female representation across senior leadership, headship, and central executive roles.

Workforce Profile in Lower Quartiles: Women account for 97% of our lower pay quartile and 93% of our lower-middle quartile. These bands primarily comprise essential educational support roles, such as teaching assistants, midday supervisors, catering, cleaning, and administrative staff. In the UK education sector, these positions attract a predominantly female workforce.

Underlying Drivers of the Gap: While our overall workforce is 84.8% female, male representation rises to 29% in the upper quartile compared to just 3% in the lower quartile. This concentration

of female employees in lower-graded roles remains the primary driver of our median and mean gender pay figures, rather than unequal pay for equal work. We remain fully committed to the principles of equal pay and apply standardised national pay scales (TPS and NJC) across all academies.

Declaration

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31st Match 2026 and fairly reflects the gender pay gap for Exceed Learning Partnership.

Beryce Nixon OBE

Chief Executive Officer

Signed: CEO: B.A. Nixon

Signed: Chair of Directors: 