



academies for character and excellence

Gender Pay Gap Report

Year ending March 2023

1. Background

The Academies for Character and Excellence is a charitable Trust with a mission of Achieving Excellence through Cultivating Character, Sharing Talents and Pursuing Innovation. Our Trust is an exciting and diverse mix of Church of England and Community Schools within Torbay, Devon and Somerset.

We are growing a family of schools that prioritises working together in collaborative partnerships which are mutually supportive and share great practice. We truly value the distinctive character of our schools and believe they should be rooted in the communities which they serve.

We recognise that a diverse workforce which is truly representative of our pupils and communities will support their learning experiences and life goals.

2. Our ACE Culture

Our ACE culture is defined by four guiding principles:

- Our values are valued
- Our staff are our most important resource
- Everything we do is ultimately about the children
- Simply what we want is to be the best we can be

We aim to ensure the fair treatment of all staff, irrespective of gender, through transparent recruitment processes. We ensure our Talent Management programme is available to all colleagues and we are committed to addressing potential barriers to achieving equality.

3. Summary

With effect from 1st April 2017, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer with over 250 employees, The Academies for Character and Excellence is required to publish statutory gender pay gap calculations every year.

The following gender pay gap information is required:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay band

The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid-points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middlemost salary. The figures below are based on hourly rates of pay as of 31st March 2023.

Employee Numbers

Total Number of Employees: 276
 Number of Female Employees: 243 – 88%
 Number of Male Employees: 33 – 12%

*The calculations in the rest of this report only include employees with salaries.

Mean Gender Hourly Pay Gap

| | |
|----------------------------|--------|
| Mean Female Hourly Pay | £15.74 |
| Mean Male Hourly Pay | £20.49 |
| Mean Gender Hourly Pay Gap | 23.2% |

Median Gender Hourly Pay Gap

| | |
|------------------------------|--------|
| Median Female Hourly Pay | £12.11 |
| Median Male Hourly Pay | £20.03 |
| Median Gender Hourly Pay Gap | 39.5% |

Proportion of Females and Males in each Quartile Pay Band



| Proportion of Females and Males Receiving Bonuses | |
|---|----|
| Proportion of Females Receiving Bonuses | 0% |
| Proportion of Males Receiving Bonuses | 0% |

The data published demonstrates a bonus gap of 0% as of the 31st March 2023. This is because the Trust does not have any bonus schemes in place for colleagues.

4. Context

The context behind these figures is as follows:

- Our total workforce as of the 31st March 2023 was 276. Of these 33 were men and 243 were women, meaning women represented 86.7% of our workforce.
- Within the education sector there are a significant number of part-time and term-time positions available, which is indicative of our Trust. These positions are generally undertaken by female employees.
- Educational support roles, such as Meal Time Assistants, Teaching Assistants, Cleaners and Catering Assistants are within the lower quartile and are predominantly undertaken by female employees.
- Within our Estates and Caretaking teams, the full-time roles are predominantly undertaken by male employees in the lower-middle quartile.

5. Our Commitment to Address the Gender Pay Gap

Whilst understanding that these factors face all organisations, and the education sector in particular, our Trust recognises its responsibilities and will continue to be committed to:

- Cultivating our family-friendly culture such as by supporting flexible working requests where possible, shared parental leave and enabling staff to achieve a work-life balance in all roles within our Trust.
- Maintaining our commitment to professional development as part of our Talent Management programme. This is achieved through our Menu of Opportunities by ensuring a number of training workshops are aimed at our lower to lower-middle quartile.

- Encouraging all staff, through their Personal Aspiration Plans, to actively seek ways to develop themselves both professionally and personally.
- Further developing our recruitment strategies to monitor applications, shortlisting and appointments by gender to measure where we are under-represented.
- Continuing to monitor and benchmark salaries to ensure equity in how they are applied to all staff across the Trust.

I confirm that this information is an accurate representation of our workforce on the 31st March 2023.



Cheryl Weyman
Chief Executive Officer