

Gender pay gap – Ormiston Academies Trust

March 2020 snapshot data, published March 2021

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, OAT is required to measure and report on the gender pay gap in the organisation. The data capture date is 31 March 2020.

Ormiston Academies Trust (OAT), currently has 40 academies educating pupils in schools across 14 local authority areas including, Stoke-on-Trent, Derbyshire, Sussex, Walsall, Norfolk and Suffolk. The Trust employs all staff, including a head office function which supports areas such as finance, HR, governance and school improvement. We employ over 5,500 staff across the group, a total of 4,999 relevant employees were included in the report.

Under the regulations there is a requirement to report on the following six measures:

- mean gender pay gap in hourly pay
- mean bonus gender pay gap
- proportion of males and females receiving a bonus
- median gender pay gap in hourly pay
- median bonus gender pay gap
- proportion of males and females in each pay quartile

All relevant employees

Gender	% split	Mean pay gap	Median pay gap	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Female	73.8% ↑	19.5% less ↑	30.2% less ↑	62.3% ↑	73.4% ↓	81.2% ↑	80.4% ↑
Male	26.2%			37.7%	26.6%	18.8%	19.6%

Arrows indicate the direction of trend on last year.

Bonus payments

Gender	Bonus split	Mean	Median
Female	70.3% ↓	44.1% less	49.5% less
Male	29.7% ↑		

Arrows indicate the direction of trend on last year.

Narative

In 2020 the Office for National Statistics published that the UK gender pay gap for all workers, including part-timers, had reduced slightly to 15.4% from 17.4% in 2019. The full picture will not be known until after the deadline for employers to publish by June 2021, but it's clear from these early reports that whilst progress is slow it is in the right direction.

OAT progress

In March 2019 we reported an 18.8% gap, this was an improvement on 26.4% for March 2017. 2020 data showed a slight increase to 19.5% which is disappointing, however this correlates to an increase in the female workforce and lower quartile numbers.

It is important to understand that the data is a *snapshot* in time and that changes in the business can impact the data, for example, it does not compare like-for-like year-on-year and therefore it is important for us to look at what lies beneath the numbers.

Our workforce data shows our total number of female workers has increased on last year. 62.3% of employees in the in the upper earnings quartile are female, a slight increase but conversely, we saw the female workers in the lower earnings bracket increase to 80.4% which would in effect cancel out improvement in the upper quartile.

As a trust we employ more support staff than teachers, and acknowledge that these staff play a vital part in the effective operation of our academies. Many support staff roles are part-time and term-time only and are, in the main, filled by female workers (74%) who seek the flexibility of working in a school to fit with family and work-life balance. OAT views this as a positive opportunity for workers in the sector. It is widely known that many female returners to employment apply for roles in the public sector and female staff are more likely to have career breaks and so may choose not to progress into senior leadership roles.

The Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities. Pay scales for teachers and support staff are set nationally and not at school level. We commit to positively recruit to all positions and remove any gender bias.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

Positive observations

- despite the increase in female workers the mean pay gap has only increased slightly from 18.8% to 19.5%
- the number of females in the upper quartile of earnings increased to 62.3%
- more females than males qualified for bonus payments

Trust actions

We are passionate about equality and inclusion and are committed to reducing our gender pay gap and have agreed the following actions:

- We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.
- We will work closely with our academies to review the pay rates for casual workers with a proposal to increase the entry point for some of this this category of worker (impacts about 900 workers, many of which are female workers).

Next snapshot data is 31 March 2021 to be reported by March 2022.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

Melanie Wheeler, Head of Academy HR
March 2021

Signed for on behalf of the trustees of Ormiston Academies Trust



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