

Gender pay gap – Ormiston Academies Trust

March 2021 snapshot data, published March 2022

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 2021.

Ormiston Academies Trust (OAT), has 43 academies educating pupils in schools across fourteen local authority areas including, Stoke, 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 5,600 staff across the group, a total of 4,943 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 quartile

All relevant employees

Gender	% split	Mean pay gap	Median pay gap	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Female	73.49% ↓	17.77% less ↓	26.4% less ↓	62.2%	57.2%	88.5% ↑	87.1% ↑
Male	26.31%			37.8% ↑	42.8% ↑	11.5%	12.9%

Arrows indicate the direction of trend on last year.

Bonus payments

There were no bonus payments made.

Narrative

The Office for National Statistics reported that data for 2020 and 2021 was affected by both the coronavirus (Covid-19) pandemic, in terms of wages and hours worked in the economy, and also disruption to the collection of data from businesses; this means that comparisons with 2020 need to be treated with caution and they would encourage users to focus on the longer-term trends rather than year-on-year changes.

Among all employees, the national gender pay gap 2021 increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

The full picture will not be known until after the deadline for employers to publish by 30 March 2022, 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 a mean pay gap of 18.8%, this was an improvement on 26.4% for March 2018.

In 2020 data showed a slight increase to 19.5%.

The data for March 2021 reports a gap of 17.7% which is a positive in terms of direction.

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 decreased slightly on last year. The number of female employees in the in the upper earnings quartile remained almost static, however, we saw an increase in female workers in the two bottom quarters, some of this is impacted by the additional numbers of part-time casual workers recruited to support Covid.

- 52% of employees are support staff
- 78% of support staff are female
- 68% of our total teaching staff are female
- 58% of Leadership are female

Whilst monitoring the gap is important, and we should work to reduce this, we also recognise the valuable work part-time staff do and understand that it offers flexible solutions for many parents and carers that fit with their family and provide a 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

- The mean pay gap has reduced to 17.7%
- The number of females in the upper quartile of earnings stayed almost the same

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 have updated and published the flexible working policy for 2022.

The Trust equality and diversity policy is due for review this year alongside our family-friendly policies and we will ensure that this work reflects on the data from the report

NJC points 1 and 2 will increase in April 2022 and will make a difference in the hourly rate to many casual and part-time support staff, but this won't impact the pay gap report until 2023 (we estimate about 700 workers, many of which are female, will benefit).

Next snapshot data is 31 March 2022, to be reported by March 2023.

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 2022

Signed for on behalf of the trustees of Ormiston Academies Trust

A handwritten signature in black ink, appearing to read 'Nick Hudson', with a small dot at the end.

Nick Hudson
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