



# Gender Pay Gap Report 2022/23

Author: Head of People Operations  
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## 1. Introduction

Ormiston Academies Trust (OAT) is an education charity. OAT was established in 2009 and has grown to include 32 secondary schools, six primary schools, three alternative provision schools and one special school. OAT educates pupils in schools across 18 local authority areas including Halton, Stoke, Derbyshire, Wolverhampton, Walsall, Sandwell, Norfolk, Suffolk, and the Isle of Wight. With the majority of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve. Ormiston Academies Trust is recognised for its ability to work with and support local communities.

One of our core values is that of inclusivity. We are committed to attracting, developing, and retaining a diverse workforce, with a broad range of backgrounds, experiences, and perspectives.

We recognise, and are determined to address, our staff gender pay gap to bring about a fairer more equitable workplace for our staff and thus in the end a fairer society in which our pupils grow up and play their part.

This report contains the information that OAT is legally required to provide at the snapshot date of 31 March 2023, explains the reasons for the gap and details a summary of the plans in place to address it. The information has been collated in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

A gender pay gap refers to the difference in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are required to report on the following six measures, using a snapshot of data taken on 31 March 2023:

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

## 2. Our Gender Pay Gap

### Mean gender pay gap in hourly pay.

The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

### Median gender pay gap.

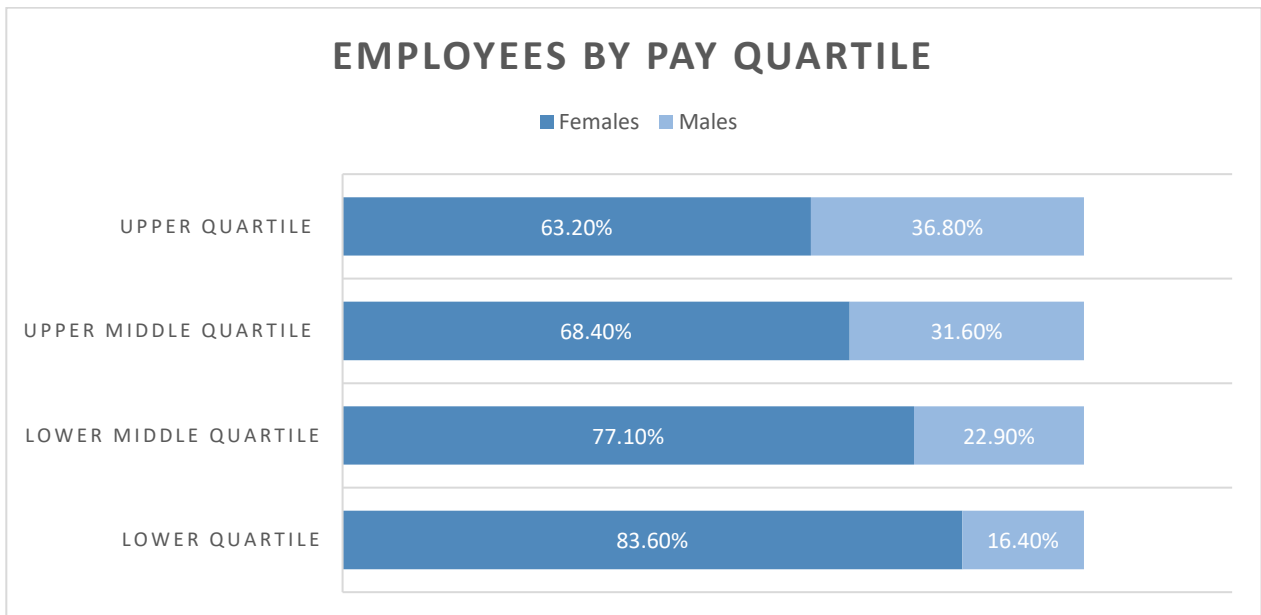
Median gender pay gap is the difference between the midpoints in the range of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from the lowest to the highest and picks the middle salary.

The below tables and charts show the following data:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- proportion of males and females in each quartile

Gender	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-middle Quartile	Lower-middle Quartile	Lower Quartile
Female	16.8%	24.0%	63.2%	68.4%	77.1%	83.6%
Male			38.6%	31.6%	22.9%	16.4%

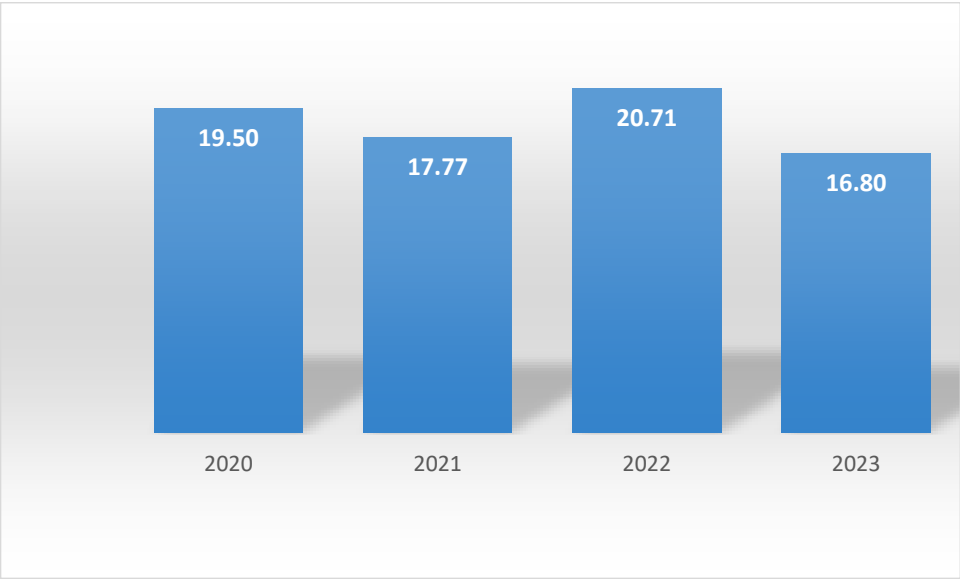
### Proportion of Females and Males in each quartile pay band.



### Mean Pay Gap

Mean Female Hourly Pay	£18.99
Mean Male Hourly Pay	£22.81
Mean Gender Hourly Pay Gap	16.8%

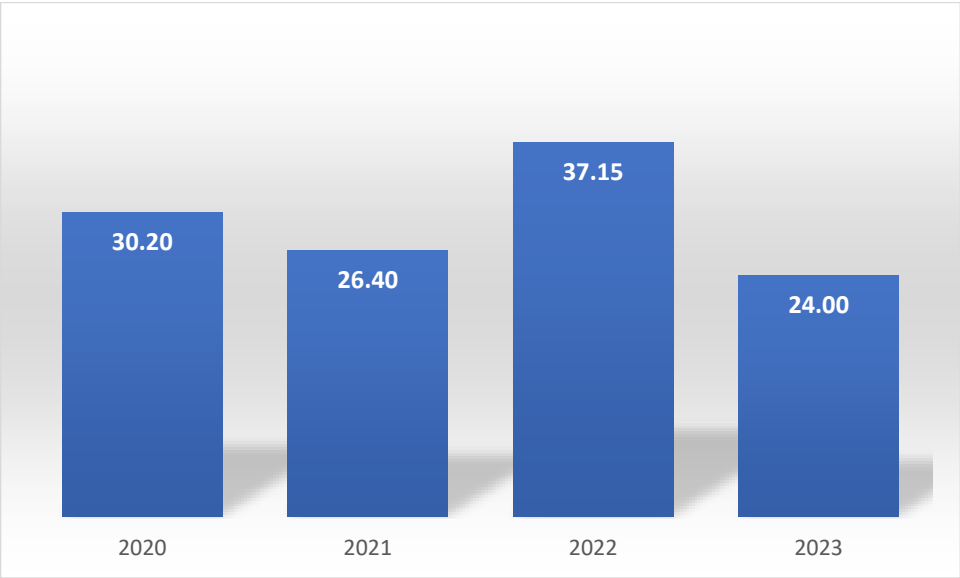
**Mean Gender Hourly Pay Gap by Percentage Over Time**



**Median Pay Gap**

Median Female Hourly Pay	£16.48
Median Male Hourly Pay	£21.69
Median Gender Hourly Pay Gap	24.0%

**Median Gender Hourly Pay Gap by Percentage Over Time**

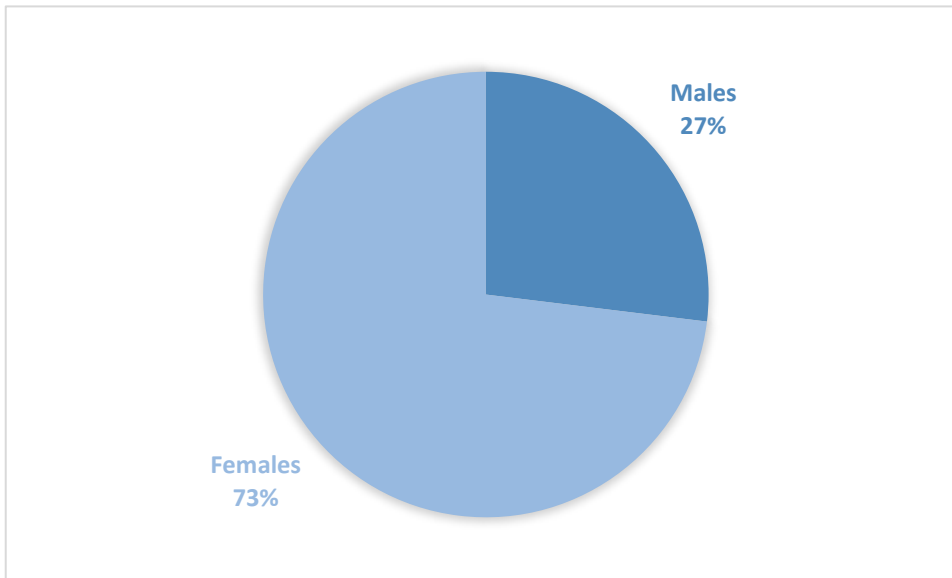


**Bonus payments**

No bonus payments were made in the reporting period.

### 3. Why is there a gender pay gap?

Total number of employees:	4681	100%
Number of female employees:	3420	73%
Number of male employees:	1261	27%



OAT has more women relevant employees (3420) compared to men (1261). Our workforce comprises a wide variety of roles, including leaders, teachers, other qualified professionals, administrative, catering and many other positions.

OAT uses the NJC job evaluation scheme to carry out support staff evaluation within the academies and Pie for Central staff roles, so we are confident that there are no discrepancies in pay between men and women undertaking the same roles and carrying out the same work.

By looking at the distribution of men and women across the pay quartiles, it can be seen that there remains a greater proportion of women occupying roles in the lowest paid quartile. Many of these roles are part time (such as midday meal supervisors) and one of the main reasons for our gender pay gap is that there are proportionately more women than men in these roles compared with teaching and leadership. This year we have made steps to level up the terms of our support staff.

OAT has a large number of women in senior positions across the Trust. We currently have two female executives, three female education directors and twenty-five female (out of forty-two) principals.

Our part time staff undertake critical and valuable work for the trust, and we are confident that working in this way offers flexible solutions for many parents and carers that fits with their family lives. OAT supports flexible working and are proud to have been involved in the DfE run FWAMs (Flexible Working in schools and MATs) project.

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) in any of our workforce processes. We commit to positively recruit to all positions and remove any gender bias.

#### 4. Trust actions to Reduce our Gender Pay Gap

We are committed to equality, diversity, and inclusion, and in turn to reducing our gender pay gap. We are pleased with the progress made to date but there is clearly more that we must do, and we have agreed the following actions:

- Refresh our People policies in consultation with unions to ensure they are as family friendly as possible.
- Review our associated processes and provide additional support to our leaders to promote and develop all staff.
- Continue to proactively encourage an agile workforce that is adaptable in its approach to delivering high quality education.
- Continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.
- Identify and support champions of diversity across the Trust.
- Highlight the importance of understanding staff demographics so as to ensure the needs of all are understood and supported in order to deliver high quality education.
- Understand and take action to remove barriers to promotion for women.

#### 5. Declaration

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

Jane Ottaway, Head People Operations February 2024

Signed for on behalf of the trustees of Ormiston Academies Trust