



ACHIEVING MORE TOGETHER

# Gender pay gap

## Ormiston Academies Trust

March 2024 snapshot data, published 28 March 2025



# Introduction

Founded in 2009, Ormiston Academies Trust is one of the oldest and largest school trusts in the country, educating over 35,000 pupils in 44 schools with over 5,000 staff. We are one of the few national trusts in the school system with our schools spread across England in diverse locations such as Lowestoft, the Isle of Wight, Grimsby, Runcorn and in the West Midlands.

Our mission is to ensure every child has excellent learning opportunities, inside and outside of the classroom, which enrich their lives and afford them choice and opportunity in the future.

Under The *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, we are required to publish our Gender Pay Gap data annually. The Gender Pay Gap (GPG) is an equality measure and is the difference between the average earnings of men and women across an organisation. It is different to equal pay which means employers must pay men and women the same for equal or similar work. A GPG does not necessarily mean an organisation has acted inappropriately or discriminatorily. The data provided must be based on pay as of 31 March from the preceding year.

The Trust employs over 5,200 staff and a total of 4,777 relevant employees were included in the report. We are committed to ensuring a positive and inclusive working environment for all of our workforce.

We are required to report on the following six measures, using a snapshot of data taken on 31 March 2024:

- 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 receiving a bonus
- proportion of males and females in each quartile



# All relevant employees





OAT has more women relevant employees (3,480) compared to men (1,297) and more women in every quartile. Our workforce comprises a wide variety of roles, including leaders, teachers, other qualified professionals, administration and clerical, catering and cleaning.

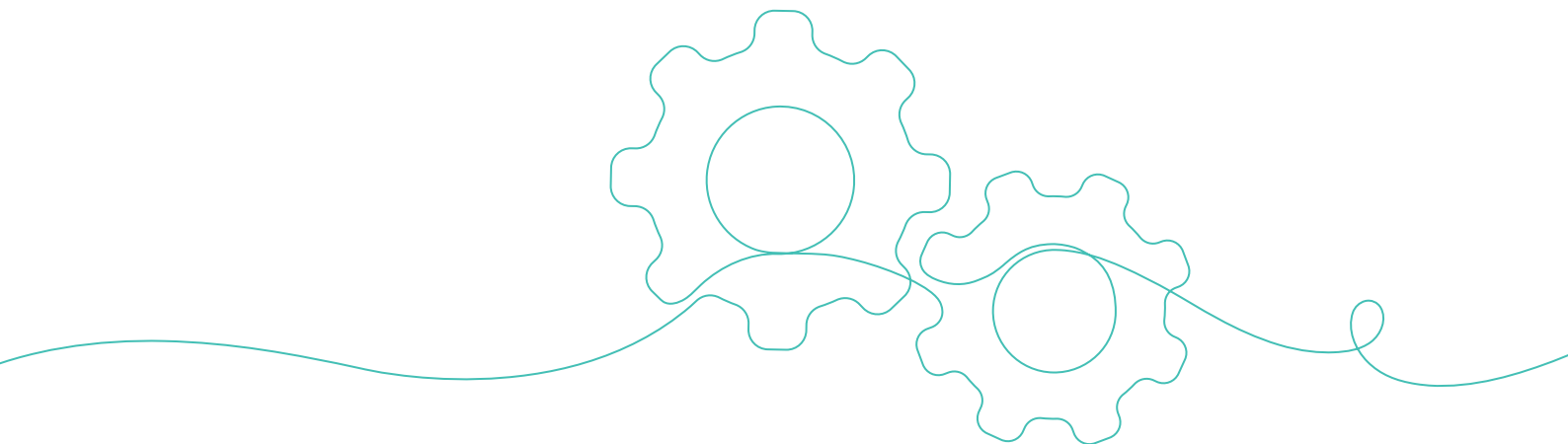
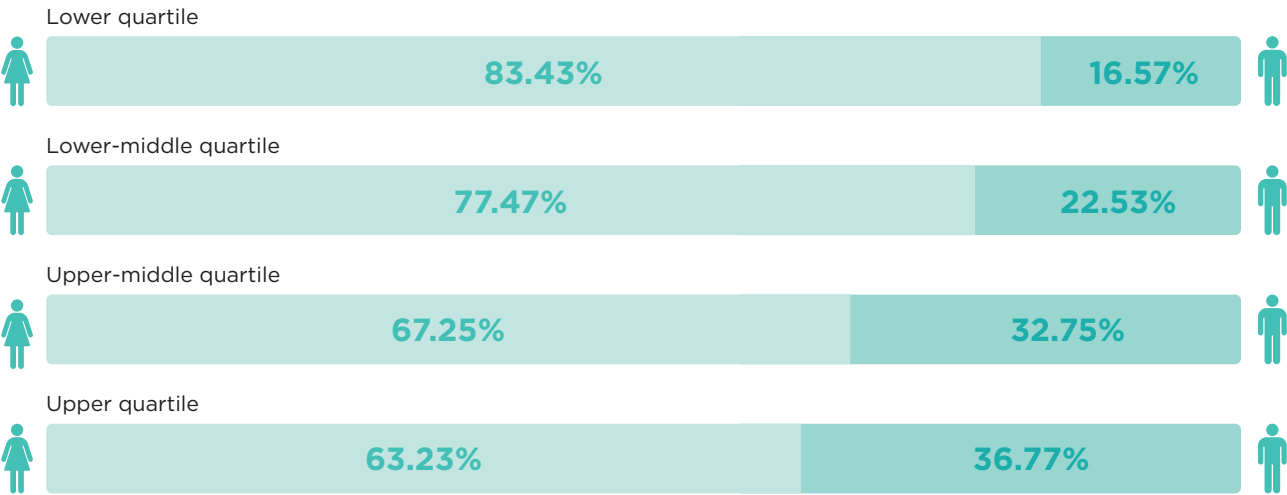
OAT uses the NJC job evaluation scheme to carry out support staff evaluation within the academies and PiE (Pay in Education) for Central staff roles, so we are confident that there are no discrepancies in pay between men and women undertaking the same roles and carrying out the same work.



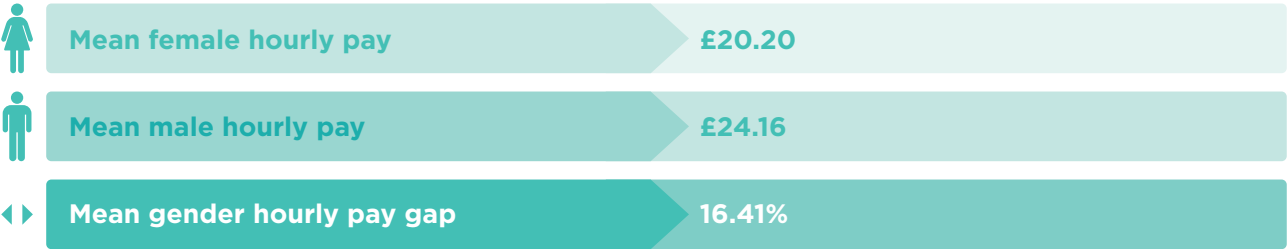
# Our gender pay gap

	Mean pay gap	Median pay gap	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
	16.41%	28.50%	63.23%	67.25%	77.47%	83.43%
			36.77%	32.75%	22.53%	16.57%

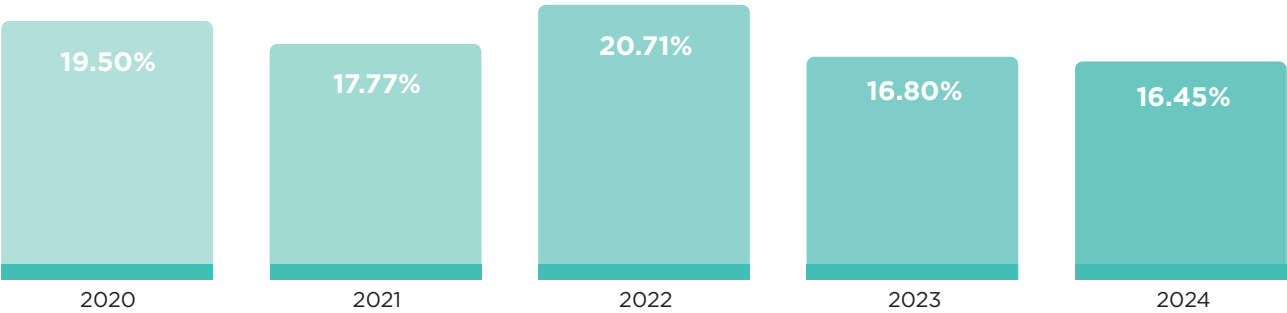
## Proportion of females and males in each quartile pay band



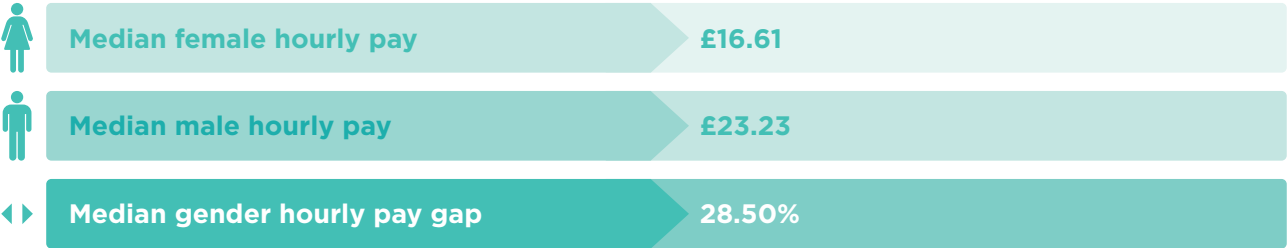
Mean pay gap



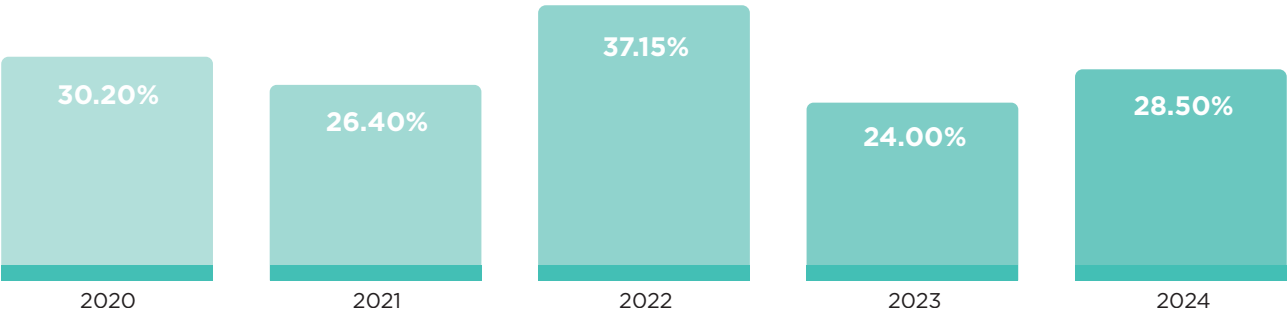
Mean gender hourly pay gap by percentage over time



Median pay gap



Median gender hourly pay gap by percentage over time





# Bonus payments

No bonus payments were made in the reporting period.

# Gender pay gap analysis

Within the education sector, it is common for a high proportion of the workforce to be female. We employ more women than men in every pay quartile including the upper quartile and women make up over 60% of our workforce in each of the pay quartiles. Compared to last year, the proportion of women in the workforce remains stable at around 73%, indicating OAT continues to employ significantly more women than men. There was a slight increase in the total number of employees, with female employees growing slightly more in absolute numbers compared to males. We are committed to promoting opportunities for women.

The mean gender pay gap has slightly improved, decreasing from 16.8% in 2022/23 to 16.41% in 2024, signalling slow but positive progress. The median gender pay gap has widened from 24.0% to 28.5%, suggesting that more women are concentrated in lower-paid roles. While both male and female employees saw salary increases, the growth in male median pay (£1.54) outpaced female median pay (£0.13), contributing to the widening median gap.

The upper quartile continues to have a majority of women (63.23%), showing consistency with last year. Women are still disproportionately represented in the lower quartiles (83.43% in 2024 vs. 83.6% in 2022/23), reinforcing the trend that a significant portion of female employees occupy lower-paying roles.



A significant driver of the gender pay gap remains the high number of women in part-time and lower-paid roles (e.g. teaching assistants, administrative staff, and catering roles). Flexible working arrangements remain a strong incentive for women returning to work, but many of these roles continue to be in lower pay brackets.

We know that women are more likely to take breaks in their career and so may choose not to progress into senior leadership roles, and many choose to return to employment in the education sector because of the flexibility it affords, particularly in relation to school holidays. 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.

We are also aware that 23% of women have considered leaving employment due to the impact of menopause and 87% of working women want their employer to be more supportive of women's health.

Our pay is determined through national collective bargaining processes, and we use pay scales based on the school teachers' pay and conditions document for teachers and academy-based leaders. For support staff, each academy currently follows the OAT job evaluation/grading structure which uses pay scales again set nationally by the NJC.

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.

## Trust actions to reduce our gender pay gap

We are committed to closing the gender pay gap through a sustained and considered approach as we recognise how important this but that also there is no quick fix. Some of the key actions we are prioritising over the next 12 months are as follows:

- Regular reporting reviewed quarterly to our sub committees and trust board with associated action plans to maintain a focus and accountability of positive action on gender pay equality.
- Review and update our people policies in consultation with our unions to ensure they are as family friendly as possible with a particular focus on shared parental leave, maternity leave, paternity leave, neonatal leave and expanding flexible working where possible to enable more roles to be available on a part time or flexible basis.
- Review and adapt our recruitment and promotion processes ensuring that they are fully transparent and utilise supportive and unbiased processes which support women's career progression into leadership roles.
- Review our approach to supporting women through perimenopause and menopause. Potential changes to include greater support with flexible working, workplace adjustments, wellbeing resources and awareness and training.

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.



**Joanne Dawson, Chief Operating Officer, March 2025**

Signed for on behalf of the Trustees of Ormiston Academies Trust



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