

# Gender Pay Gap – Ormiston Academies Trust

Published March 2018

## Trust data

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

At the time of reporting, OAT had 32 academies educating pupils in schools across 14 local authority areas including Stoke-on-Trent, Derbyshire, Sandwell, Walsall, Norfolk, the Isle of Wight and Suffolk. The Trust employs all staff, including a small Head Office function which supports areas such as Finance, HR, Governance and School Improvement. We employ more than 3,300 staff across OAT. A total of 2,962 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 (if relevant).
- proportion of males and females receiving a bonus payment (if relevant).
- median gender pay gap in hourly pay.
- median bonus gender pay gap (if relevant).
- proportion of males and females in each pay quartile.

### All employees

|        | % split | Mean pay gap | Median pay gap | Upper quartile | Upper-middle quartile | Lower-middle quartile | Lower quartile |
|--------|---------|--------------|----------------|----------------|-----------------------|-----------------------|----------------|
| Female | 73%     | 26.4% lower  | 43.2% lower    | 62.1%          | 67.7%                 | 84.3%                 | 78.9%          |
| Male   | 27%     |              |                | 37.9%          | 32.3%                 | 15.7%                 | 21.1%          |

### Bonus payments

Please note: not all roles in the Trust have bonuses included in their terms of employment.

|        | % eligible | Mean         | Median      |
|--------|------------|--------------|-------------|
| Female | 58.8%      | 29.94% lower | 3.7% higher |
| Male   | 71.4%      |              |             |

### Leadership (total employed in sector)

|        | % split | Mean pay gap | Median pay gap |
|--------|---------|--------------|----------------|
| Female | 56%     | 0.84% lower  | 2.94% lower    |
| Male   | 44%     |              |                |

### Teaching (total employed in sector)

|        | % split | Mean pay gap  | Median pay gap |
|--------|---------|---------------|----------------|
| Female | 66%     | 19.24% higher | 1.1% lower     |
| Male   | 34%     |               |                |

### Support staff (total employed in sector)

|        | % split | Mean pay gap | Median pay gap |
|--------|---------|--------------|----------------|
| Female | 81%     | 14.5% lower  | 13.5% lower    |
| Male   | 19%     |              |                |

## Key findings

- The OAT Senior Leadership is comprised of 56% female employees.
- The gender pay gap within the Senior Leadership team is 0.84%.
- 62.1% of staff in the Upper Quartile for pay are female.
- Within the teaching group females earn 19.24% more than males.
- 14% more eligible female employees received a bonus than male employees in the reporting period.

The overall published UK gender pay gap is 18.1%, according to the Office for National Statistics (ONS). For Ormiston Academies Trust this figure is 26.4%. The Trust acknowledges that the overall gap between male and female employees is higher than the national average. However, this is in part, a result of the fact that as a Trust we positively encourage flexible working and we have a high number of females working in part-time support roles. As a Trust, we employ 14% more support staff than teaching staff and 81% of these staff are female.

The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce, as opposed to pay inequalities.

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 or Trust-level and the Trust adheres to national pay scales for both teachers and support staff.

## Trust actions

We are committed to equality, diversity and inclusion and to closing the gender pay gap.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

The National Joint Council for Local Government Services (NJC) scales for support staff are currently under national consultation and, if the proposals are agreed, we believe this will have a significant impact on the lower pay points of support staff from 2019. The Trust will continue to monitor this data on an ongoing basis between now and the next reporting date. This data will serve as a baseline for the Trust and will be used to measure our progress and identify any trends and further actions required.

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 2018

Signed on behalf of the trustees of Ormiston Academies Trust



Nick Hudson  
Chief Executive Officer, Ormiston Academies Trust

Birmingham office: Ormiston House, 144 Newhall Street, Birmingham B3 1RY  
Telephone: +44 (0)121 236 5100

[www.ormistonacademiestrust.co.uk](http://www.ormistonacademiestrust.co.uk)