

Gender Pay Gap – Ormiston Academies Trust

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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 2018.

OAT currently has 38 academies educating pupils in schools across 14 local authority areas including, Stoke-on-Trent, Derbyshire, Sandwell, Walsall and Norfolk. The Trust employs all staff, including a small head office function which supports areas such as Finance, HR, Governance and School Improvement. We employ over 4,800 staff across the group, a total of 4,503 relevant employees were included in the report.

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

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| <ul style="list-style-type: none"> ■ 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). | <ul style="list-style-type: none"> ■ median gender pay gap in hourly pay. ■ median bonus gender pay gap (if relevant). ■ proportion of males and females in each pay quartile |
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All employees

| | % split | Mean pay gap | Median pay gap | Upper quartile | Upper-middle quartile | Lower-middle quartile | Lower quartile |
|---------------|--------------|-------------------|-------------------|----------------|-----------------------|-----------------------|----------------|
| Female | 72.2% | 18.8% less | 27.1% less | 61.7% | 78.3% | 78.8% | 78.6% |
| Male | 27.8% | | | 38.3% | 21.7% | 21.2% | 21.4% |

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% | | |

Key findings

In October 2018, the Office for National Statistics published that the UK gender pay gap for all workers, including part-timers had reduced slightly from 18.4% in 2017 to 17.9% in 2018. The full picture will not be known until after the deadline for employers to publish in April 2019, but it is clear from these early reports that whilst progress is slow it is in the right direction.

For Ormiston Academies Trust our snap shot data from March 2018 reported an 18.8% gap which is an improvement on 26.4% for March 2017.

It is important to understand that the data is a snap shot 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.

72% of our total workforce are female; 61% of employees in the upper earning bracket are female but conversely 78% of the lower earnings bracket are female, which is why our median % is where it is.

As a Trust we employ 12% more support staff than teaching staff and acknowledge 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 mainly filled by female workers who seek the flexibility of working in a school to fit with family and work life balance. We view 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, 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 with 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 from 26.4% to 18.8%.
- The number of females in the upper-middle quartile for pay has increased from 67% to 78%.
- More females than males qualified for bonus payments.

Trust actions

We are committed to equality, diversity and inclusion, and to closing the gender pay gap. We are confident the picture will improve for next year.

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 NJC scales for support staff for April 2018 and 2019 will increase the pay for staff on the lower grades in school by up to 10%, we therefore expect to see a further reduction in the median pay gap next year.

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 2019

Signed on behalf of the trustees of Ormiston Academies Trust



Nick Hudson
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