

# Gender pay gap – Ormiston Academies Trust

March 2022 snapshot data, published March 2023

## Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires us, as an employer with over 250 employees, to measure and report on the gender pay gap in the organisation.

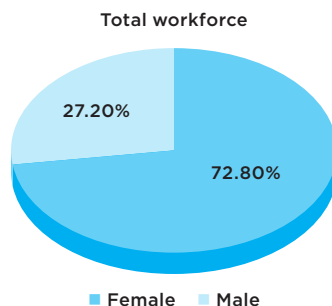
The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It is different to equal pay which means employers must pay men and women the same for equal or similar work.

Ormiston Academies Trust (OAT) has 43 academies educating pupils in schools across 14 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 5,161 staff across the group, a total of 4,320 relevant employees were included in the report.

We are required to report on the following six measures, using a snapshot of data taken on 31 March 2022:

- 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



## Mean and median pay gap

Gender	Mean pay gap	Median pay gap	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Female	20.71%	37.15%	63.71%	66.2%	77.77%	61.48%
Male			36.29%	33.8%	22.23%	38.52%

## Bonus payments

Gender	Gender bonus	Mean gender bonus gap	Median gender bonus gap
Female	2.27%	13.37%	0
Male	2.50%		

## Why is there a gender pay gap?

Gender pay gaps arise as a result of complex issues across society and although we are committed to closing the gap, we also recognise that there is no quick fix.

We also recognise that education is a sector where it is common for a high proportion of the workforce to be female. 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.

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.

It is clear from our data that we continue to employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time). It is also clear from this years' data that the percentage of women in the bottom two quartiles has reduced, with a corresponding increase in women in the upper two quartiles.

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

The trust has recently developed and launched its first people strategy, with a clear ambition to ensure that we are a truly inclusive trust where we celebrate diversity, where people feel valued for the contribution they make, and where our pupils experience better learning opportunities, inside and outside the classroom. We have also made inclusion a key part of our core values.

In this context, we are committed to equality, diversity and inclusion, and in turn to reducing our gender pay gap. But there is clearly more that we must do, and we have agreed the following actions:

- continue to develop our approach to widening flexible working opportunities
- continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent
- review our equality and diversity policy, and our accompanying 'family friendly' policies
- identify executive champions for each area of diversity
- develop staff network(s) to support women, for example in relation to the menopause
- seek to secure external accreditations, for example Working Forward (recognising work in relation to flexibility)
- consider further investment in leadership development for women
- aim to remove barriers to promotion for women

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.

**Melanie Wheeler**, Head of Academy Human Resources  
March 2023

Signed for on behalf of the trustees of Ormiston Academies Trust



**Nick Hudson**, Chief Executive Officer, Ormiston Academies Trust