

## GENDER PAY GAP REPORT – 31<sup>st</sup> March 2024

### Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, OAK Multi Academy Trust is required to measure and report on the gender pay gap annually in the organisation, using six different measures:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

OAK Multi Academy Trust is open and transparent about pay and conditions and is committed to taking steps to reduce its gender pay gap. This statement contains OAK Multi Academy Trust's statutory gender pay gap disclosure, using snapshot information at 31<sup>st</sup> March 2024, as well as further information around the gender pay gap at the Trust.

On 31<sup>st</sup> March 2024, OAK Multi Academy Trust included five schools – one infant school, one junior school, two primary schools, one secondary school and the central services team. This Gender Pay Gap report is based on data as at 31<sup>st</sup> March 2024. At that time, the Trust employed 398 staff, of which 337 were female and 61 were male.

Our payroll provider has carried out calculations as per the regulations that show the difference between the average earnings of males and females in our organisation. The results for the calculations are:

### The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female employees received as at 31<sup>st</sup> March 2024 was 17.70%, which has decreased from 21.40% as at 31<sup>st</sup> March 2023.

### The Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female employees received as at 31<sup>st</sup> March 2024 was 16.70%, which has decreased from 24.50% as at 31<sup>st</sup> March 2023.

OAK Multi Academy Trust is pleased to note that both average data points show a clear move towards gender pay parity at OAK.

The Trust has not paid any bonus payments over the period 1st April 2023 to 31st March 2024, and therefore there is no requirement to report on the measures related to bonus payments.

The proportion of males and females in each quartile:	Female Headcount	Male Headcount	% Females	% Males
Upper quartile	77	22	77.8%	22.2%
Upper middle quartile	84	16	84.0%	16.0%
Lower middle quartile	89	10	89.9%	10.1%
Lower quartile	87	13	87.0%	13.0%
Total	337	61	84.7%	15.3%

Historical data from 31<sup>st</sup> March 2019 to 31<sup>st</sup> March 2024 (for comparison):

Metric	2024	2023	2022	2021	2020	2019
Mean gender pay gap	17.7%	21.4%	24.4%	28.5%	25.6%	28.5%
Median gender pay gap	16.7%	24.5%	30.5%	43.7%	44.7%	48.9%
Number of employees	398	382	419	389	412	385

### Recruitment and Retention

OAK Multi Academy Trust employs a range of recruitment and retention methods to avoid bias and ensures that the right staff are employed in the right roles within any school. We are an equal opportunities employer.

### Pay Scales

OAK Multi Academy Trust uses pay scales for all staff irrespective of gender. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, which is updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff progress through the pay scales based on incremental progression eligibility.

## **Insights**

- Female employees make up a higher percentage of the workforce, reflected across all four quartiles. The education sector as a whole employs more female workers.
- 84.7% of the OAK Multi Academy Trust workforce is female; this is slightly higher than the national picture. There is a slight decrease in the proportion of male employees compared to 2023.
- Slightly more than half of the females employed by the Trust are working in the two lower quartiles of the organisation compared to 38% of males. This is because the vast majority of employees undertaking Cleaner, Lunchtime Supervisor, Administrative and Teaching Assistant roles are female. Within the Education sector generally, many support roles which attract a lower wage are part time, which usually attracts more females than males. OAK Multi Academy Trust is committed to offering flexible working across the organisation and indeed many female senior leaders work in this way.
- The historical data over 6 years (detailed above) shows a significant decrease in both the mean and median gender pay gaps. The median pay gap in particular has drastically reduced since 2019 from nearly 50% to less than 20% in 2024.
- As expected, this can be accounted for by an increase since 2019 in the number of males in the lower quartiles and an increase in the number of females in the higher quartiles.
- There has also been an increase in the proportion of females in SLT roles from 64% in 2023 to 71% in 2024.

## **Comparative Local Benchmarking**

OAK Multi Academy Trust is pleased with its progress towards pay parity and how it compares very favourably with other local Multi Academy Trusts.

## **Action**

OAK Multi Academy Trust remains committed to gender equality in the workplace, and reducing the gender pay gap is an important part of this journey. The Trust seeks to maximise opportunities and equal treatment for all employees, regardless of gender or any other characteristic, and so will continue to:

- Design and implement our People Development strategy for all employees, including talent management, succession planning and clearly defined career pathways
- Publish pay ranges and actual salaries in all job adverts
- Encourage a wide range of diversity of applicants
- Ensure all job roles are advertised to eliminate any potential for gender bias and provide opportunities for employees to progress within the Trust
- Flexible approaches to work are considered at all levels of the organisation
- Review exit surveys to monitor the rate at which males and females are leaving the Trust and the reasons why

We can confirm that the information collated in the report has been prepared by our payroll provider and is an accurate reflection of the position relating to gender pay in our Trust.

*Craig Brown*  
*Director of Education*

*Nicola Wall*  
*Trust People Manager*

**February 2025**