

## GENDER PAY GAP REPORT – 31<sup>st</sup> March 2023

### 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 31st March 2023, as well as further information around the gender pay gap at the Trust.

On 31st March 2023, 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 31st March 2023. At that time, the Trust employed 382 staff, of which 319 were female and 63 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 2023 was 21.40% which decreased from 24.40% as at 31<sup>st</sup> March 2022.

### 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 2023 was 24.50% which decreased from 30.50% as at 31<sup>st</sup> March 2022.

Both of these 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 2022 to 31st March 2023, 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	70	25	73.68%	26.32%
Upper middle quartile	78	17	82.11%	17.89%
Lower middle quartile	87	9	90.63%	9.37%
Lower quartile	84	12	87.50%	12.50%
Total	319	63	83.50%	16.50%

Historical data from 31<sup>st</sup> March 2019 to 31<sup>st</sup> March 2023 (for comparison):

Metric	2023	2022	2021	2020	2019
Mean gender pay gap	21.40%	24.40%	28.50%	25.60%	28.50%
Median gender pay gap	24.50%	30.50%	43.70%	44.70%	48.90%
Number of employees	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.

### Pay Scales

OAK Multi Academy Trust uses pay scales for all staff. 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. As a result earnings are determined irrespective of gender.

### **Insights**

- Female employees made up a higher percentage of the workforce, reflected across all four quartiles. This is indicative of the education sector as a whole.
- 83.50% of the Trust workforce is female and 16.50% is male. There is a slight increase in the proportion of male employees which was 16.20% as at 31<sup>st</sup> March 2022. OAK Multi Academy Trust actually employs slightly less males as a percentage of the workforce compared to the national average.
- OAK Multi Academy Trust employed 171 (44.76%) female employees working in the two lower quartiles of the organisation. 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 due to carer responsibilities, and part time working usually attracts more females than males.
- The historical data over 5 years (detailed above) shows a dramatic decrease in the median gender pay gap from 48.90% in 2019 to 24.50% in 2023.
- Overall, since 2019, there has been an increase in the number of males in the lower quartiles and an increase in the number of females in the higher quartiles - this is one reason why the difference between the median values has reduced.
- There has been an increase in the proportion of females in SLT roles from 61% in 2022 to 64% in 2023.
- OAK Multi Academy Trust believe that its gender pay gap is primarily a result of the roles in which males and females work within the organisation. However, it is the Trust's intention to continue to work to reduce the gap where possible.

### **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 within all job packs for transparency
- 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

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.

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*OAK Multi Academy Trust*

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March 2024