



GENDER PAY GAP REPORT – 31st March 2020

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, OAK Academies 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.

This statement contains OAK Academies Trust's statutory gender pay gap disclosure, using snapshot information at 31st March 2020, as well as further information around the gender pay gap at the Trust.

As at 31st March 2020, OAK Academies Trust included five academies – four primary schools and one secondary school. This Gender Pay Gap report is based on data as at 31st March 2020. At that time, the Trust employed 412 staff, of which 354 were female and 58 were male.

We have 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 statutory calculations are:

1. The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female employees receive is 25.6% which has reduced from 28.5% for the previous year.

2. The Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female employees receive is 44.7% which has reduced from 48.9% for the previous year.

The Trust has not paid any bonus payments over the period 1st April 2019 to 31st March 2020 and therefore there is no requirement to report on the measures related to bonus payments.

| The proportion of males and females in each quarter pay band: | Female Headcount | Male Headcount | % Females | % Males |
|----------------------------------------------------------------------|-------------------------|-----------------------|------------------|----------------|
| Upper Pay Band | 76 | 27 | 73.8% | 26.2% |
| Upper Middle Pay Band | 89 | 14 | 86.4% | 13.6% |
| Lower Middle Pay Band | 98 | 5 | 95.1% | 4.9% |
| Lower Pay Band | 91 | 12 | 88.3% | 11.7% |
| Total | 354 | 58 | 85.9% | 14.1% |

Results

The gender pay gap information reveals two positive percentage figures, which show that overall female employees have lower pay than male employees.

Female employees make up a higher percentage of the workforce, reflected across all four quartiles. This is indicative of the education sector as a whole. There is a considerably higher distribution of female to male employees across all the quartiles.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent work.

The Trust is confident that its gender pay gap has not resulted from paying males and females differently for the same or equivalent work. The Trust believe that its gender pay gap is a result of the roles in which males and females work within the organisation and the salaries that these roles attract. The Trust has more female employees working in the lower quartiles of the organisation. This pattern is reflected in the make-up of the Trust's workforce, with females exclusively undertaking Cleaner, Lunchtime Supervisor and Teaching Assistant roles. Within the Trust many support roles which attract a lower wage are part time, and part time working usually attracts more females than males.

Action

OAK Academies Trust is 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:

- 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
- Collate equal opportunities monitoring information from recruitment campaigns, for analysis and review

OAK Academies Trust will continue to monitor gender pay gap and review succession plans to ensure equal access. The Trust will monitor and encourage more males to take up middle and senior leadership roles and males to take up support staff roles through promotion of parental and flexible working policies that are equally accessible to all.



Stephen Mitchell
CEO
OAK Academies Trust