

## GENDER PAY GAP REPORT – 31<sup>st</sup> March 2022

### Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, OAK 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 Trust's statutory gender pay gap disclosure, using snapshot information at 31st March 2022, as well as further information around the gender pay gap at the Trust.

On 31st March 2022, OAK Trust included five academies – 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 2022. At that time, the Trust employed 419 staff, of which 351 were female and 68 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 statutory calculations are:

### The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female employees receive is 24.4% which has decreased from 28.5% for the previous year.

### The Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female employees receive is 30.5% which has decreased from 43.7% for the previous year.

The Trust has not paid any bonus payments over the period 1st April 2021 to 31st March 2022 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	77	28	73.33%	26.67%
Upper Middle Pay Band	88	16	84.62%	15.38%
Lower Middle Pay Band	94	11	89.52%	10.48%
Lower Pay Band	92	13	87.62%	12.38%
<b>Total</b>	<b>351</b>	<b>68</b>	<b>83.80%</b>	<b>16.20%</b>

### Pay Scales

OAK 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, so earnings are determined irrespective of gender.

### Results / Highlights from the data analysis

- 83.8% of the Trust workforce is female and 16.2% is male. There is an increase in the proportion of male employees from the prior year which was 15.2%.

- The data is showing that there are more males in the lower quartile: 13 employees in 2022 compared to 11 employees in 2021. This is largely due to more male apprentices joining the workforce typically in Teaching Assistant roles.
- When comparing to national statistics, 26% of the education workforce are male whereas the Trust only has 16.2% of the workforce as male. This is a reflection of the Trust having majority primary education academies which are typically female dominated.
- 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.
- There has been an increase in the number of females in the upper quartile from the prior year which is due to a higher proportion of females in senior leadership roles. In 2022, the number of females in the upper quartile is 77 compared to 69 in 2021.
- 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 the vast majority of employees undertaking Cleaner, Lunchtime Supervisor and Teaching Assistant roles being 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 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.

### **Action**

OAK 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

I 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.

**Andrew Wilson**  
 CEO  
 OAK Trust

**March 2023**