

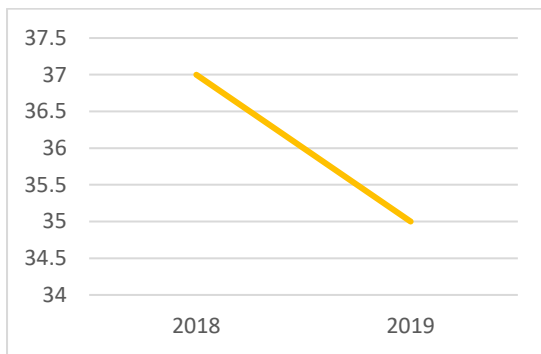
### Gender Pay Gap March 2019

Osborne Co-operative Academy Trust as an employer is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

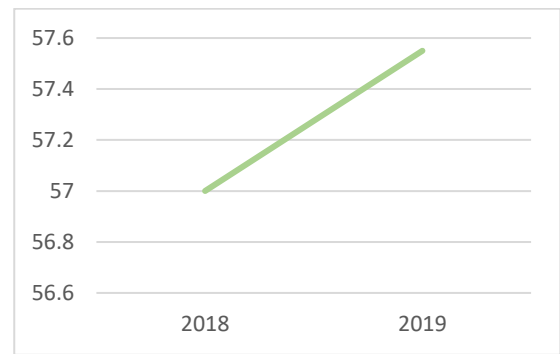
At the time of the survey – 31<sup>st</sup> March 2019, Osborne Co-operative Academy Trust employed 730 employees. There were 613 females (84%) and 117 males (16%). The results of these statutory calculations are as follows:

#### Mean Pay Gap



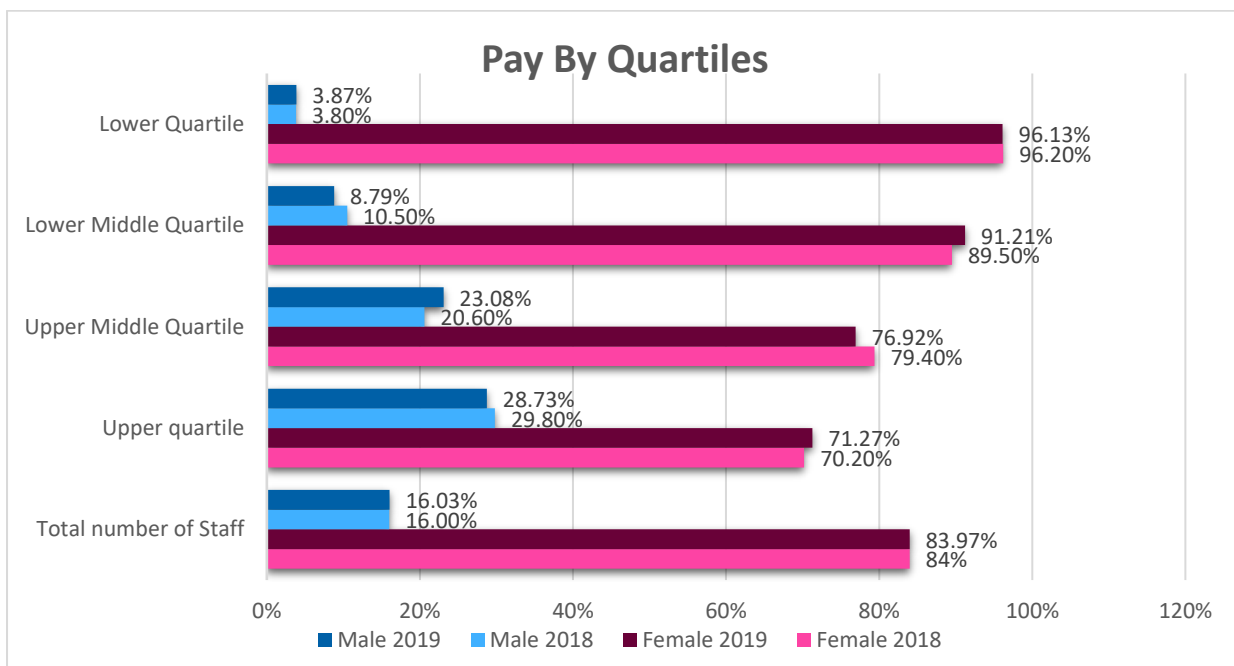
Osborne Co-operative Academy Trust's Mean pay gap is higher than the National average pay gap of 18.4% as stated in the Office of National Statistics 2017.

#### Median Pay Gap



Osborne Co-operative Academy Trust's Median pay gap is higher than the National Average pay gap of 23% as stated in the Chartered Management Institute 2016 Gender Pay Survey.

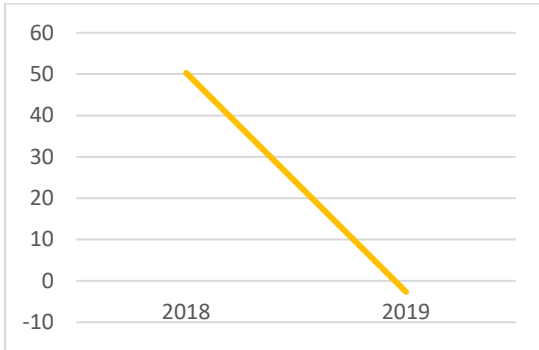
#### Pay By Quartiles – Hourly pay Quartiles



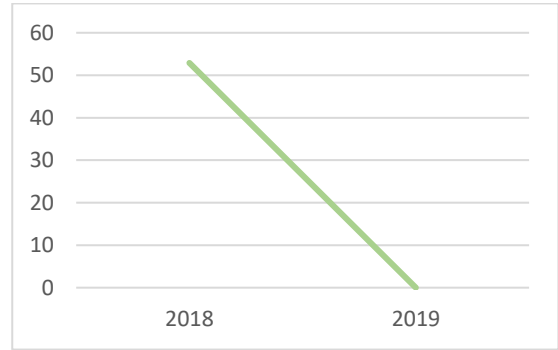
This data shows that Osborne Co-operative Academy Trust has a much higher proportion of women in all quartiles.

## Bonus Pay

### Mean Bonus

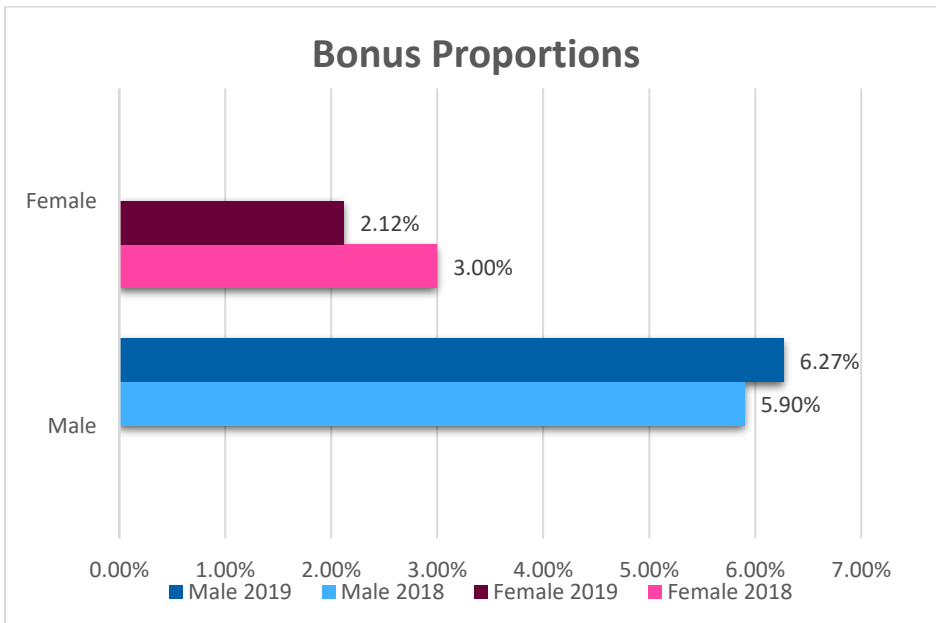


### Median Bonus



Women earn £1 for every £1 that men earn when comparing Median bonus pay.

### Bonus Proportions



## Work on eradicating the Gender Pay Gap

Osborne Co-operative Academy Trust are committed to improving our Gender Pay Gap and we are looking at a number of initiatives.

### Action Plan

- The Trust believes a gender pay gap exists due to the nature of many roles in schools being traditionally filled by female workers. Whilst more senior positions are in fact more widely shared amongst gender. This is not by design, but as a result of this historic pattern.

- We will now be reviewing our recruitment processes to attract a wider cohort of candidates. The Trust is also carrying out an action research project and a recruitment campaign to address the balance of male and female employees at different levels.
- The Trust conducts exit surveys to monitor why staff leave the Trust. This is analysed regularly to develop appropriate responses to the retention of staff and to attract new staff.
- Osborne Co-operative Academy Trust follows a robust staff performance review process to ensure consistency and fairness across our organisation, which includes the award of bonuses/Recruitment and Retention allowances R&R's). Our bonuses reflect R&R's where there are National shortages such as Science and Maths. They are awarded in line with our Pay Policy. The policy is reviewed on an annual basis.
- The Trust ensures that all employees have the same access to information and the opportunity of applying for new roles or promotions.