

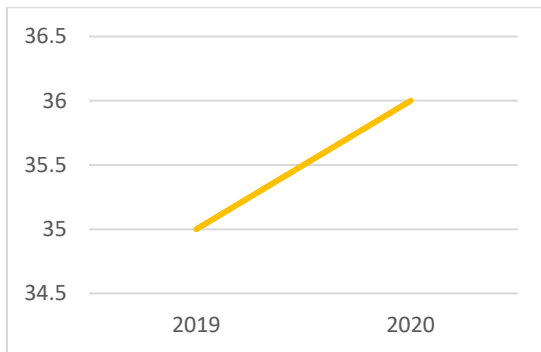
### Gender Pay Gap March 2020

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.

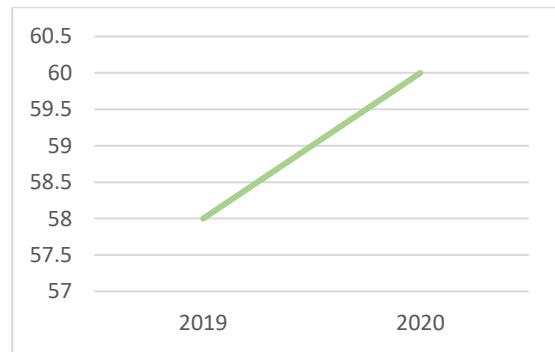
The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey – 31<sup>st</sup> March 2020, Osborne Co-operative Academy Trust employed 877 employees. There were 740 females (84%) and 137 males (16%). The vast majority of the staff employed in the Trust are therefore female. In the Upper quartile the largest proportion of leaders in the Trust are also female. As a Co-operative employer we have a family friendly approach and enable staff to request flexible working to support dependants. The results of these statutory calculations are as follows:

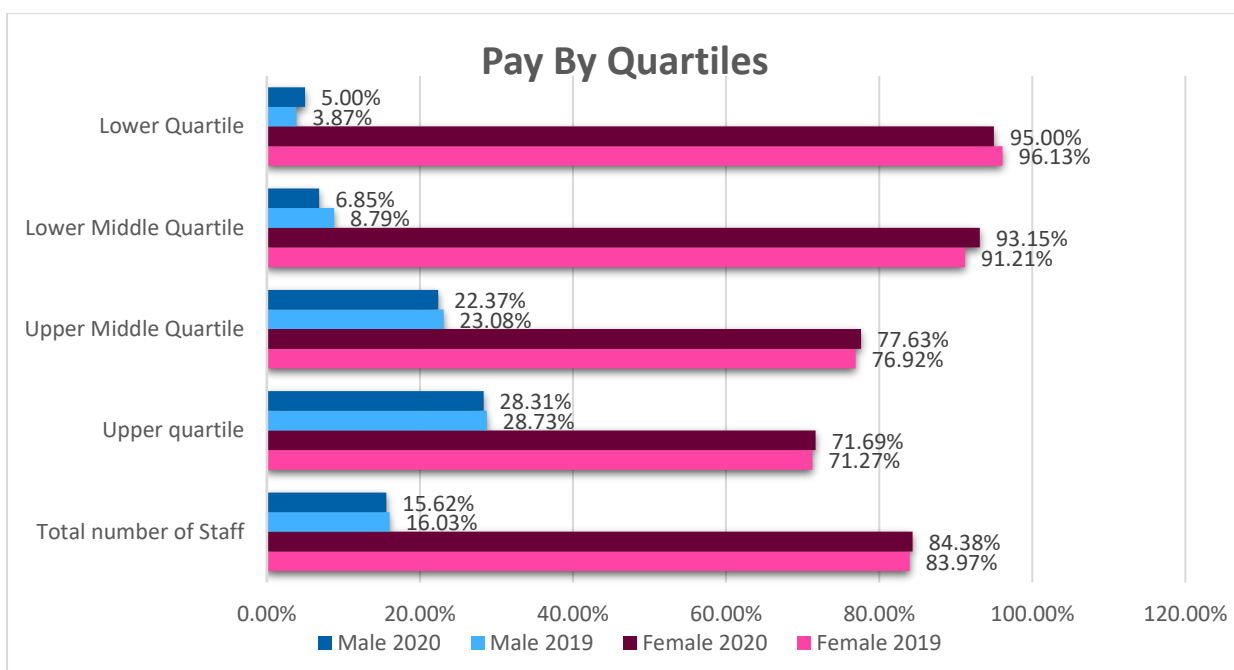
#### Mean Pay Gap



#### Median Pay Gap



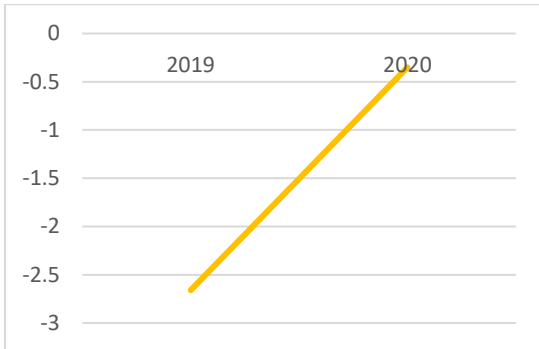
#### Pay By Quartiles – Hourly pay Quartiles



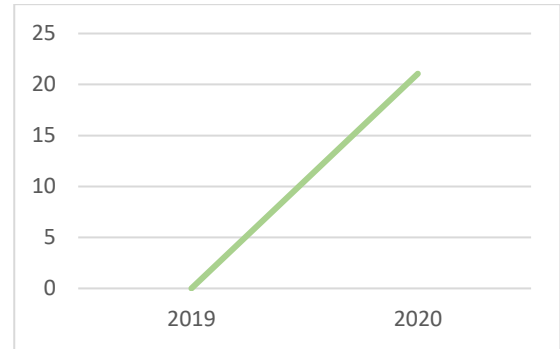
This data shows that Osborne Co-operative Academy Trust has a much higher proportion of women in all quartiles.

## Bonus Pay

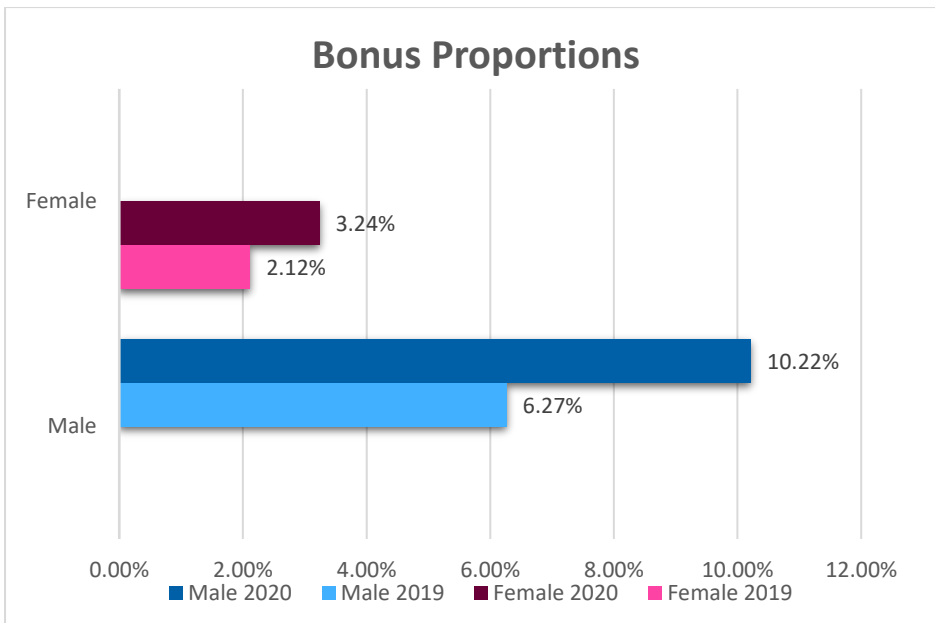
### Mean Bonus



### Median Bonus



### 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.

### Supporting statement

- The vast majority of employees in the Trust are female (84%), this is in line with the experience across the National education sector in general.
- We have structured pay spines for both support staff and teachers, which means that a large number of staff are paid at exactly the same rate. Therefore, the quartiles do not give an accurate representation of the pay gap between male and female staff. For example if you looked at the teaching staff who are paid the same hourly rate due to being at the top point of the teachers' pay spine, 26% are male and 74% are female. This is representative of our staff, of which 16% are male and 84% are female.

- Osborne Co-operative Academy Trust employ 877 staff, spanning a range of roles, professions and salary scales (e.g. teachers, learning support assistants, midday, premises and administration staff). Men and women have equal access to career opportunities and progression within the Trust.
- It should be noted, that the Gender Pay Gap is not the same as the provision of Equal Pay for work of Equal Value. Male and female employees are paid the same for like work (subject to contractual factors including any transfer of undertaking from previous employment in the education maintained sector).
- The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings that is affected by workforce distribution and workforce make-up.
- The Trust's bonus payment reflect R&R payments that are paid to staff. These payments are temporary fixed term payments and the Trust is working on building these into staff salaries which will reduce the bonus payments that staff receive for 2020/2021.