

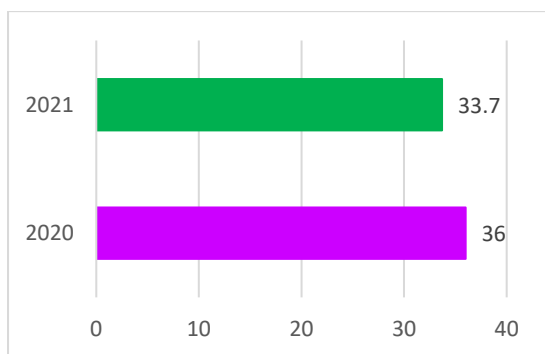
Gender Pay Gap - March 2021

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.

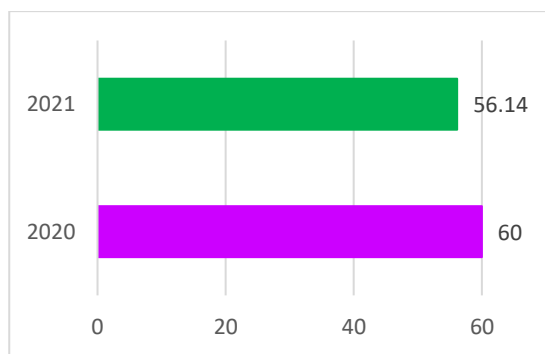
The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey – 31st March 2021, Osborne Co-operative Academy Trust employed 1051 employees. There were 906 females (86%) and 145 males (14%). The vast majority of the staff employed in the Trust are therefore female. The Trust believes a gender pay gap exists due to the nature of many roles in schools traditionally filled by female workers (i.e. primary school teachers, learning support assistants, midday assistants, cleaners and other non-teaching support staff). The below results are typical of the multi academy trust sector.

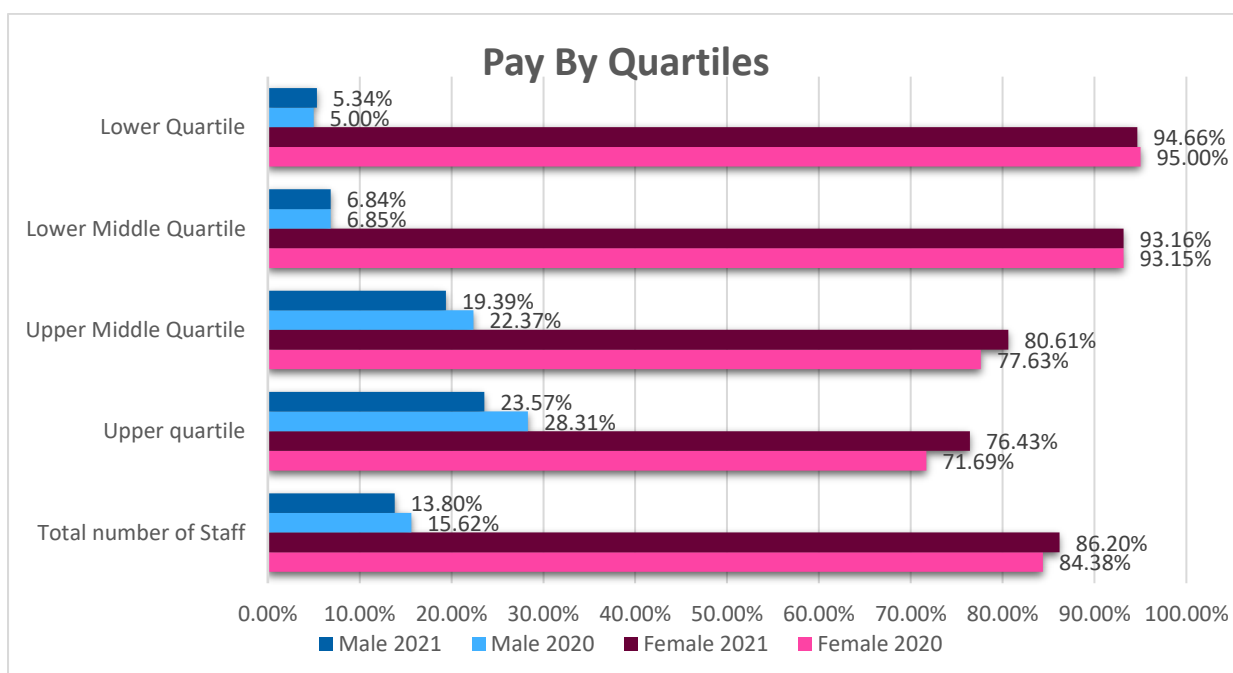
Mean Pay Gap



Median Pay Gap



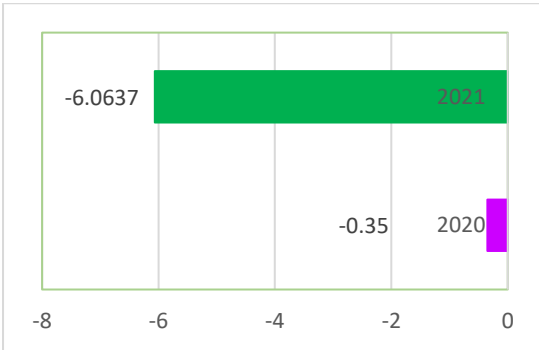
Pay By Quartiles – Hourly pay Quartiles



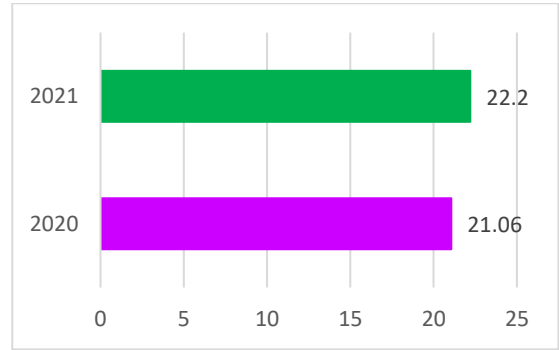
Bonus Pay

Osborne Co-operative Academy Trust does not operate a bonus payment scheme, however the data shown does include recruitment and retention payments to staff.

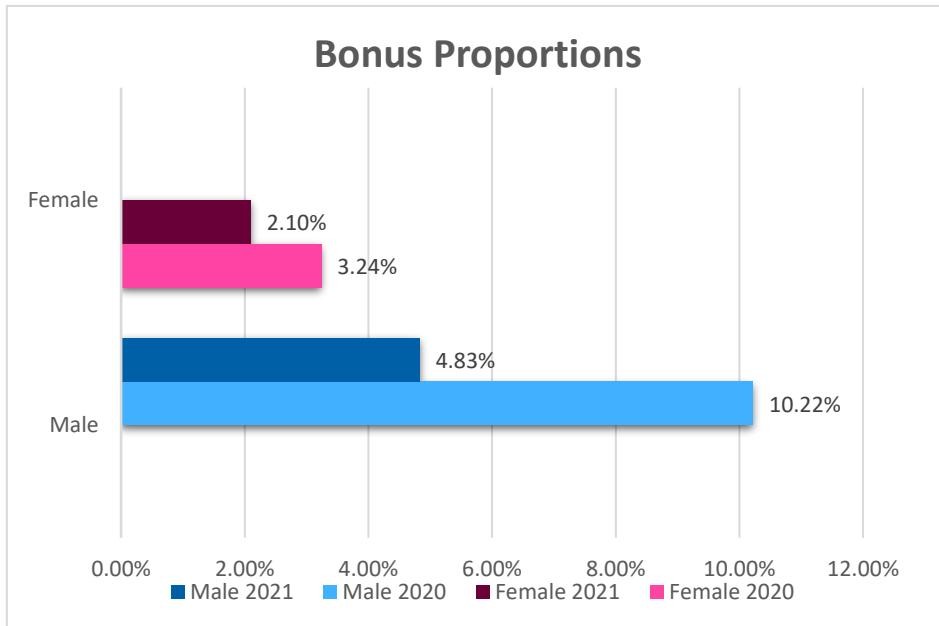
Mean Bonus



Median Bonus



Bonus Proportions



Data Commentary

- The vast majority of employees in the Trust are female (86%), this is in line with the experience across the National education sector in general.
- The Gender Pay Gap is not the same as the provision of Equal Pay for work of Equal Value. We have structured pay spines for both support staff and teachers, therefore male and female employees are paid the same for like for like work. Therefore, the quartiles do not give an accurate representation of the pay gap between male and female staff.
- As of 31st March 2021, Osborne Co-operative Academy Trust employed 1051 staff, spanning across 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.
- The Osborne Co-operative Academy Trust does not operate a bonus payment scheme, however the data shown does include recruitment and retention payments to staff. These payments are temporary, with a fixed end date and have an individual cap of £5,000 per annum. The Trust have worked on reducing these payments through strategic pay reviews and you can therefore see a reduction in the bonus payments that staff receive compared to the 2019/2020 reporting – particularly with male employees where this has reduced by more than half.

Work on removing the Gender Pay Gap

Osborne Co-operative Academy Trust is committed to improving our Gender Pay Gap. We have used several initiatives across the last year to achieve this, including:

- Government Kick-Start Scheme
 - The Government have provided funding to create new jobs for 16-to-24-year-olds on Universal Credit who are at risk of long-term unemployment. The funding covered 100% of minimum wage salary costs for 25 hours per week on a 6-month placement. We are proud that 6 of these Kick-Start candidates have gone on to secure further employment within our Trust, with some including training via the apprenticeship levy.
- Apprenticeship Scheme
 - As of 31st March 2021, Osborne Co-operative Academy Trust employed 7 apprentices, in a range of qualifications including IT, Learning Support and Teaching. Whilst this is increased from 2019/2020, we are committed to increasing this number moving forward for 2022. By expanding the number of apprenticeships available, it has allowed us to attract more male employees in the lower quartile.