

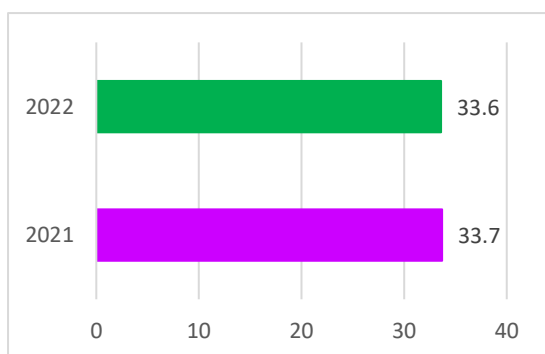
Gender Pay Gap - March 2022

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.

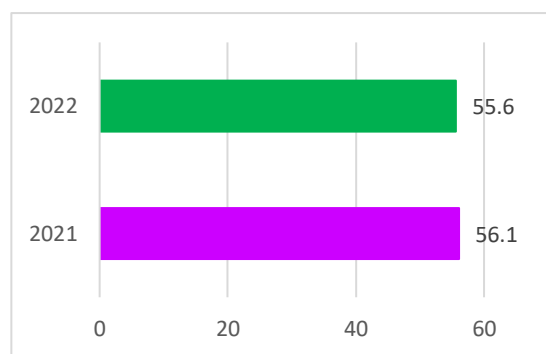
The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey – 31st March 2022, Osborne Co-operative Academy Trust employed 1037 employees. There were 886 females (85.5%) and 151 males (14.5%). 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.

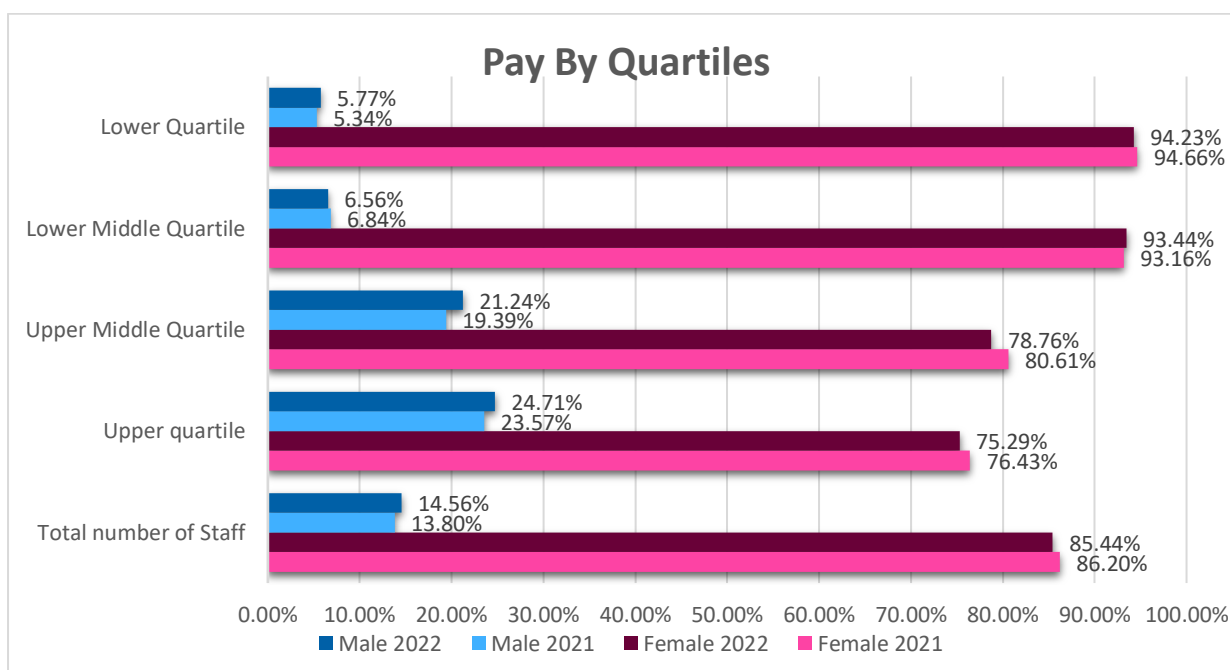
Mean Pay Gap



Median Pay Gap



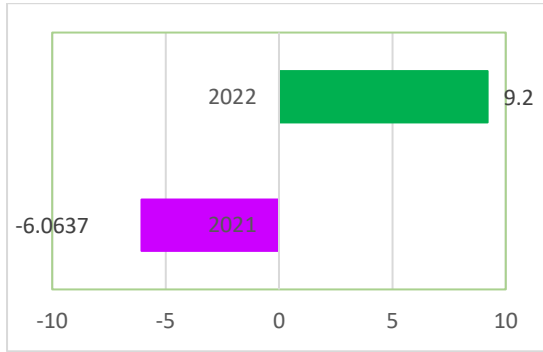
Pay By Quartiles – Hourly pay Quartiles



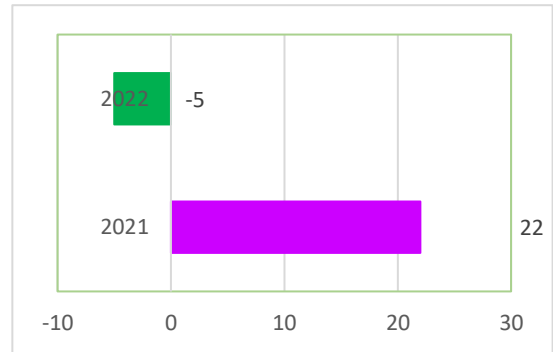
Bonus Pay

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

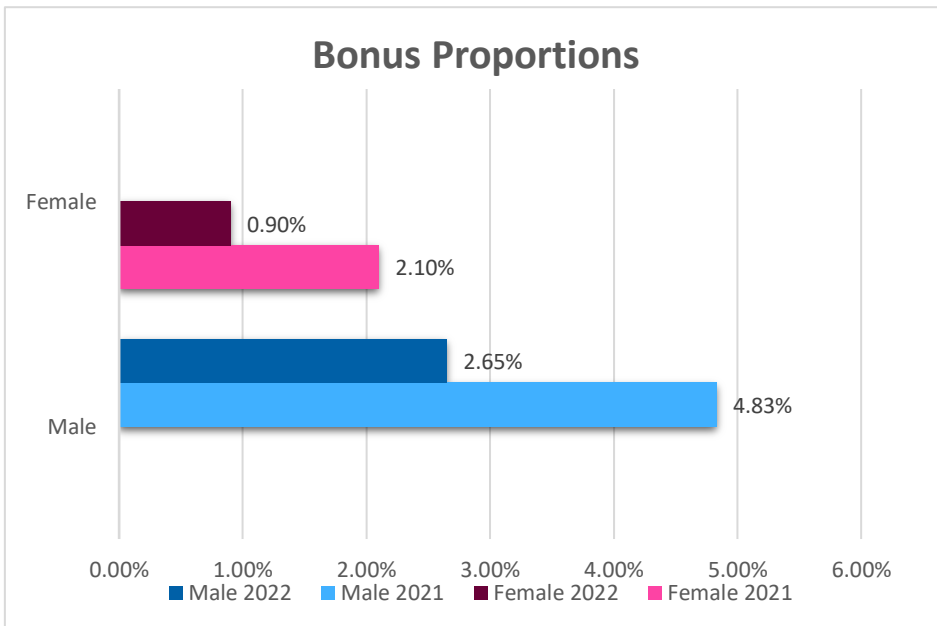
Mean Bonus



Median Bonus



Bonus Proportions



Data Commentary

- The vast majority of employees in the Trust are female (85.5%), this is in line with the experience across the National education sector in general.
- As a Trust, 64.61% of our employees are support staff and 91% of these staff are female. The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce and personal choices in regards to patterns of work, as opposed to pay inequalities.
- 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 2022, Osborne Co-operative Academy Trust employed 1037 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 and are used to retain national shortage subjects with a fixed end date. They have an individual cap of £5,000 per annum. The Trust have worked on reducing these payments through strategic pay reviews.

Work on removing the Gender Pay Gap

Osborne Co-operative Academy Trust is committed to improving our Gender Pay Gap. We have used the Apprenticeship Scheme in the previous year to improve this. As of 31st March 2022, 9 Osborne Co-operative Academy Trust employees were enrolled on apprenticeship training schemes, in a range of qualifications including IT, Learning Support and Teaching. Whilst this is increased from 2020/2021, we are committed to increasing this number moving forward for 2023.

We are continuously updating our guidance and policies to ensure those returning from maternity/adoption leave feel supported and welcomed. Our flexible working policy is widely used and allows staff to continue to work in upper quartile roles, with flexibility to support a family friendly approach. Both female and male staff have had the opportunity to be employed in leadership positions on a part time contract when they have requested it.

We provide a consistent approach to professional development opportunities which are linked to robust professional development procedure, organisation strategy and individual aspirations. We do not operate performance related pay, which provides equal opportunities to all staff to progress through the nationally recognised pay scales.