

OSBORNE CO-OPERATIVE ACADEMY TRUST



SCOPE OF REPORTING

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.

The Trust is required to publish the results on its website and on the Government's Gender Pay Gap Service website.

The Trust uses pay scales for all teaching staff that align to the nationally agreed School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For non-teaching support staff, we adopt pay scales set by the National Joint Council for Local Government Services (NJC) and follow local authority area variations for cost of living awards.

Our employees move through the pay scales each year, supported by the professional development process, meaning earnings are not related to gender.

ABOUT OUR WORKFORCE

At the time of the survey – 31st March 2023, Osborne Co-operative Academy Trust employed 1077 staff working within 12 schools and our central office. The central office function supports our schools by providing School Improvement, Finance, HR, Payroll, IT, Estate Management, and Governance.

As at 31st March 2023, there were 922 females (85.6%) and 155 males (14.4%). 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). These results are typical of the multi academy trust sector.

We can use the results of the gender pay gap reporting to assess:

- Gender equality in our workplaces;
- The balance of male and female employees in roles at all levels; and
- How effectively talent is being utilised and rewarded.

WHAT THE DATA SHOWS

The gender pay gap should not be confused with equal pay for work of equal value. Our Trust has established structured pay scales for both support staff and teachers, ensuring that male and female employees receive equal pay for comparable work. Consequently, the quartiles do not accurately reflect the pay gap between male and female staff members.

As a Trust, 62.86% of our employees are support staff and 91.6% 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 regard to patterns of work, as opposed to pay inequalities.

No bonus payments were made to staff as a whole.

REMOVING THE GENDER PAY GAP

The Trust adopts the following strategies to minimise the gender pay gap;

We are dedicated to fostering equality, diversity, and inclusion within our workforce. We strive to eliminate unlawful discrimination and create an environment where every employee feels respected and empowered to contribute their best.

Our Equality and Diversity Policy covers all workgroups protected under the Equality Act 2010. It includes a specific section addressing equality and pay. Regular reviews ensure that the policy remains current, and we actively seek input from our competent advisors and unions regarding any necessary revisions. We believe that promoting equality, respecting individual differences, and valuing contributions from all staff members are essential for a thriving workplace.

Together, we work towards a future where everyone is treated fairly and has equal opportunities for growth and success.

REMOVING THE GENDER PAY GAP *CONTINUED*

The Trust has a Pay Policy which provides transparency in respect of pay. The policy aligns with the guidelines outlined in the School Teachers' Pay & Conditions Document (STPCD) for teaching staff and adheres to the terms and conditions set by the National Joint Council for support staff.

Within the Trust, we offer professional development opportunities that are closely aligned with a robust professional development procedure, our Trust strategy, and individual career aspirations. Additionally, we do not implement performance-related pay, ensuring that all staff members have equal chances to advance through the nationally recognised pay scales.

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. More recent examples include job-share opportunities at senior levels include a Co-Headship.

THE DATA

Difference in mean and median hourly rate of pay.

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	34.79%	56.31%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male	4.07%	8.55%	17.84%	27.14%
Female	95.93%	91.45%	82.16%	72.86%

THE DATA - BONUS PAY

Difference in mean and median bonus pay.

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay.

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all male employees)	N/A



Osborne

Co-operative Academy Trust

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