



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 are awarded incremental increases within the pay range set against their role, supported by the professional development process, meaning earnings are not related to gender.

ABOUT OUR WORKFORCE

As of 31 March 2025, Osborne Co-operative Academy Trust employed 1,141 staff across our schools and central teams. Of these, 960 employees (84.2%) were female and 181 employees (15.8%) were male. This distribution is in line with national patterns across the education sector, where many roles are traditionally female-dominated.

The workforce composition is affected by both sector trends and school-specific circumstances. Thames Park Secondary School completed its first academic year with a full staffing and student cohort in 2024/25, contributing to an overall increase in employee numbers across the Trust.

The gender pay gap within Osborne Co-operative Academy Trust continues to reflect the structure and composition of our workforce rather than any inequality in pay for comparable roles. Our adherence to nationally agreed pay frameworks ensures that men and women performing equivalent work are remunerated equally.

No bonus payments were made to any employees during the reporting period, meaning gender does not influence additional earnings within the Trust.

HOURLY PAY DATA

	Difference in the mean hourly pay	Difference in the median hourly pay
2025	32.21%	57.69%
2024	33.44%	59.17%

Both the mean and median gender pay gap has reduced from 2024 to 2025.

This is a positive indicator suggesting that the average hourly earnings of male and female employees are moving closer together.

This reduction reflects a greater gender balance across pay bands and increased male representation in early-career/support roles. This shows the Trust's workforce profile is moving in a way that narrows average hourly pay differences without changing any pay policies, meaning the shift is driven by workforce distribution, not pay inequality.

QUARTILE PAY BANDS

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	5.24%	10.53%	17.89%	29.82%
Female	94.76%	89.47%	82.11%	70.18%

There is increased male representation in lower and lower-middle quartiles

Lower quartile: ↑ from 4.83% to 5.24% - Lower-middle quartile: ↑ from 8.55% to 10.53%

This shift reflects the Trust's active efforts to attract men into support staff roles. In 2023/24, 63.21% of the total workforce were support staff; in 2024/25 this reduced slightly to 62.05%.

At the same time, the proportion of women within support roles reduced from 91.53% to 89.97%, showing increasing gender diversity within this area of the workforce.

YEAR-ON-YEAR CHANGES AND WHAT THEY MEAN

Support roles, including LSAs, pastoral posts, technicians, and apprenticeships traditionally attract a predominantly female workforce across the UK education sector. Increasing male representation supports broader diversity of role modelling, particularly in pastoral and SEND contexts, and aligns with national aims to diversify school staff populations.

While male representation in the upper quartiles remains similar, the incremental increases in lower bands without regression in upper bands indicate that the Trust is not losing male staff from higher-paid roles, and female representation in senior roles remains strong.

This aligns well with the Trust Aspiration 'Create Opportunities', which focuses on clear career pathways and high-quality staff retention.

REMOVING THE GENDER PAY GAP

The Trust remains committed to promoting equality, diversity and inclusion across all areas of our organisation. We seek to ensure all employees feel valued and supported to reach their full potential. To minimise the gender pay gap and support equitable career opportunities, we continue to focus on the following:

Transparent and Structured Pay Scales

We continue to use national pay frameworks for both teaching and support staff. This ensures consistency and fairness in pay progression, regardless of gender.

Regular Policy Reviews

Trust HR policies are reviewed in line with guidance and updates from a competent third party advisor to ensure compliance with legislation and best practice. A policy scrutiny committee has been established to ensure all policies are rigorously reviewed and challenged before they are approved by the Trust Board.

Flexible Working Arrangements

Flexible working is supported wherever possible, recognising the importance of work–life balance. This includes part-time roles, flexible retirement, and job-sharing opportunities across support, teaching, and leadership roles.

REMOVING THE GENDER PAY GAP *CONTINUED*

Recruitment and Promotion Strategies

Our recruitment processes are designed to be inclusive and accessible, encouraging diverse applications and removing barriers to progression.

Career Development and Professional Growth

We operate a professional development programme, rather than performance management, to support growth at all levels. Apprenticeship opportunities have expanded across the Trust, encouraging career pathways for all employees. Notably, the Trust has attracted more men into apprenticeship roles this year, supporting greater diversity in early career routes.

Alignment with Trust Aspirations

Our revised Trust Aspirations reinforce our commitment to staff development and retention.

A core element, 'Create Opportunities', underpins our efforts to reduce the gender pay gap by ensuring that all employees can access meaningful development, leadership opportunities, and clear progression routes.



Osborne

Co-operative Academy Trust

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