

# Gender Pay Gap

## DATA AND OVERVIEW

2019/20

## Overview

The Oxford Diocesan Schools Trust is a Multi-Academy Trust formed in 2012. As of 31st March 2020, there were 36 member schools employing 1091 staff members in 1319 roles and a number of employees held multiple (part-time) roles within a particular school.

ODST's policy is to apply nationally agreed pay rates, as negotiated with the recognised trade unions, for all roles in our schools, and each school within ODST has the delegated authority to make a job offer and determine the salary rate that it offers an employee subject to ensuring these criteria are met.

We are confident that we are an equal opportunities employer and all employees in the organisation, whether female or male, are valued and rewarded appropriately. Any notional gender pay gap that exists is attributable to the staffing demographic/ profile within our schools and is mirrored within the wider education sector.

## Notes

1/ Nearly 93% of ODST's post holders, as of 31st March 2020, were female although this ratio varies across different staffing groups. This ranges from 73% of the Headteacher population, to 89% of the of the teaching population to 94.5% of non-teaching staff.

2/ Where a post-holder holds two or more roles (e.g. Lunchtime Supervisor and Teaching Assistant) paid at different rates, the reported data includes pay information for each role. Given that this predominantly affects lower paid, part-time support roles held by women- only 4 of the 179 roles are held by men- it could arguably be seen to magnify the notional gender pay gap but is consistent with the way the Trust has reported in previous years.

3/ Around 80% of the roles we offer are on a part-time basis and 82% of all roles within the Trust are on a part-time and term-time only basis.

4/ Whilst the notional gender pay gap is reported as required, a more accurate comparison would be to record like for like within actual job roles and this indicates a much closer alignment between male and female mean pay:

e.g.

- Headteachers: a 2% pay gap (based on a cohort of 37)
- Deputy Headteachers: females paid 4.57% more than males (cohort 15)
- Assistant Headteachers: females paid 5% more than males (cohort 24)
- Teachers: females paid 4.9% more than males (cohort 316)
- Teaching Assistants: a 7.73% pay gap (cohort 528)
- Higher Level Teaching Assistants: n/a as no male HLTA's

The official figures required for the gender pay gap are as follows:

1. Average gender pay gap as a mean average: 19.3%
2. Average gender pay gap as median average: 25.64%
3. Average bonus gender pay gap as a mean average: n/a
4. Average bonus gender pay gap as median average: n/a
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: no bonus payments made
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay:
  - Q1 4% male: 96% female
  - Q2 13% male: 87% female
  - Q3 7% male: 83% female
  - Q4 25% male: 75% female

Anne Davey  
Chief Executive Officer  
Oxford Diocesan Schools Trust  
August 2020