

## Gender Pay Gap: Data and Overview 2021/22

### Overview

The Oxford Diocesan Schools Trust is a Multi-Academy Trust formed in 2012. As of 31st March 2022, there were 41 member schools with 1297 contracted staff members, a number of employees of whom 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 1589 post holders, as of 31<sup>st</sup> March 2022, were female although this ratio varies across different staffing groups. This ranges from 78% (2021: 75%) of the Headteacher population, to 91% (2021: 91%) of the teaching population to 95% (2021: 95%) 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 8 of the 459 (2020: 4 out of 223) 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/ Over three quarters of the roles that were filled as of 31<sup>st</sup> March 2022 were done so on a part-time basis and 62% were on a part-time and term-time only basis.

4/ Whilst the notional gender pay gap is reported as required below, 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: females paid a mean figure of 0.08% (2021: 1.68%) more than males (based on a cohort of 40)
- Deputy Headteachers/ Heads of School: a 6.61% (2021: females 1.49% above men) gender pay gap (cohort 23)
- Assistant Headteachers: females paid a mean figure of 2.58% (2021: 6.2%) more than males (cohort 32)
- Teachers: a 1.3% gender pay gap (2021: 0.076% more than males) (cohort 409)
- Teaching Assistants: females paid a mean figure 8.69% (2021: 5.90%) more than males (cohort 605)

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

1. Average gender pay gap as a mean average: 19.8% (2021: 18.9%)
2. Average gender pay gap as median average: 21.97% (2021: 26.26%)
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 6% male: 94% female (2021- 5:95)
  - Q3 7% male: 93% female (2021- 6:94)
  - Q4 12% male: 88% female (2021- 11:89)

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