

## Gender Pay Gap: Data and Overview 2020/21

### Overview

The Oxford Diocesan Schools Trust is a Multi-Academy Trust formed in 2012. As of 31st March 2021, there were 38 member schools with 1205 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/ Over 93% of ODST's post holders, as of 31<sup>st</sup> March 2021, were female although this ratio varies across different staffing groups. This ranges from 75% (2020: 73%) of the Headteacher population, to 91% (2020: 89%) of the of the teaching population to 95% (2020: 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 223 (2020: 4 out of 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 65% 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 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 1.68% (2020: 2% gap) more than males (based on a cohort of 38)
- Deputy Headteachers: a 1.49% (2020: females 4.57% above men) gender pay gap (cohort 14)
- Assistant Headteachers: females paid a mean figure 6.2% (2020: 5%) more than males (cohort 32)
- Teachers: females paid a mean figure 0.076% (2020: 4.9%) more than males (cohort 363)
- Teaching Assistants: females paid a mean figure 5.90% (2020: 7.73%) more than males (cohort 570)

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

1. Average gender pay gap as a mean average: 18.9% (2020: 19.3%)
2. Average gender pay gap as median average: 26.26% (2020: 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 5% male: 95% female (2020- 13:87)
  - Q3 6% male: 94% female (2020- 7:93)
  - Q4 11% male: 89% female (2020- 12:88)

Anne Dellar  
Chief Executive Officer  
Oxford Diocesan Schools Trust  
August 2021