

### Background

The Oxford Diocesan Schools Trust is a multi-academy trust formed in 2012. As of 31st March 2018, there were 30 member schools and 1153 post-holders, some of whom had multiple roles within a school.

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 adhering to the nationally agreed pay rates (negotiated with the recognized trade unions) for teaching and support staff in schools.

### Notes

1/ 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.

2/ Overall 6% of ODST's post holders, as of 31<sup>st</sup> March 2018, are male; this includes 8 Headteachers (27% of all Headteachers), 19 other members of teaching staff (7% of all teaching staff) and 37 school support staff, (5% of all school support staff).

3/ Around 80% of the roles we offer are on a part-time basis and a significant proportion of these are term-time only positions.

- a) Average gender pay gap as a mean average: 20.58% [an increase from 17.85% in 2016/17];
- b) Average gender pay gap as median average: 15.57% [a decrease from 23.67% in 2016/17];
- c) Average bonus gender pay gap as a mean average: n/a;
- d) Average bonus gender pay gap as median average: n/a;
- e) Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: no bonus payments made;
- f) Proportion of males and females when divided into four groups ordered from lowest to highest pay:
  - Q1 3% male: 97% female [7: 93 in 2016/17]
  - Q2 6% male: 94% female [5: 95 in 2016/17]
  - Q3 6% male: 94% female [8: 92 in 2016/17]
  - Q4 10% male: 90% female [11: 89 in 2016/17]

*Mark Jones, HR Manager, ODST, November 2018*

Oxford Diocesan Schools Trust (ODST)

Registered Office: Church House Oxford, Langford Locks, Kidlington, Oxford, OX5 1GF

Oxford Diocesan Schools Trust is a private company limited by guarantee, registered in England (No. 08143249), and is an exempt charity.