Gender Pay Gap: Data and Overview 2025/26

Overview

The Oxford Diocesan Schools Trust is a Multi-Academy Trust formed in 2012. As of 31st March 2026, there were 43 member schools with 1420 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/ 91% of ODST's 1709 post holders, as of 31st March 2026, were female although this ratio varies across different staffing groups. This ranges from 79% (2025: 79%) of the Headteacher population, to 87% (2025: 87%) of the teaching population to 91% (2025: 92%) 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 17 of the 482 (2025: 17 of 492) 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/ 78% (2025: 78%) of the roles that were filled as of 31st March 2026 were done so on a part-time basis and 62% (2025: 63%) were on a part-time and term-time only basis.

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

e.g.

- Headteachers/ Heads of School: females paid a mean figure of 0.83% (2025: 0.27%) more than males (based on a cohort of 56 posts)
- Deputy Headteachers: females paid a mean figure of 0.79% more than men (2025: 0.79%) (cohort 23)
- Assistant Headteachers: females paid a mean figure of 2.58% (2025: 4.18%) more than males (cohort 38)
- Teachers: females paid a mean figure of 1.76% more than men (2025: 3.43%) (cohort 426)
- Teaching Assistants: females paid a mean figure of 2.73% less than men (2025: females were paid a mean figure of 1.02% more than males) (cohort 662)

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

1. Average gender pay gap as a mean average: 17.1% (2025: 18.3%)
2. Average gender pay gap as median average: 25.1% (2025: 24.9%) - the median female employee is a Teaching Assistant; the median male employee is a Teacher.
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 3.5% male: 96.5% female (2025 - 4:96)
    - Q2 7.5% male: 92.5% female (2025 – 7:93)
    - Q3 11% male: 89% female (2025 – 9:91)
    - Q4 14% male: 86% female (2025 – 15:85)

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