

1. This Report contains the Osprey Learning Trust's standard disclosure of the gender pay gap for the multi-academy trust.
2. All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
3. The Osprey Learning Trust welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.
4. This report provides both the statutory disclosures required, as well as further context around gender pay at the Trust.

Context

5. The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
6. Nationally, the gender pay gap for median earnings is 15.4% (Office of National Statistics 2021), compared to 14.9% in 2020. Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a slightly higher proportion of women in the upper quartile of pay.
7. Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

Gender at Osprey Learning Trust

Overall the Trust has a 77% female and 23% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades. Within the lowest quartile of our pay grades, the Trust has a 87% female / 13% male mix. As we move to the highest quartile, this mix moves to 65% female / 35% male. The Trust pays in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the NJC grading scheme.

8. The overall gender pay gap as at 31 March 2021 is 12.1% on a median basis, compared to the UK median, which is reported by the Office of National Statistics as 15.4%.

9. The fact that there are more women in Teaching and support roles (lower paid quartiles) is the major driver of the overall pay gap. The proportion of men is highest in the upper quartile (35%) Our analysis shows that the majority of the pay differential is driven by this factor, with residual pay differences being small. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

Statutory disclosures

10. The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2021.
11. As explained above, the analysis of our gender pay gap data shows that the main reason for the pay gap is the relatively higher proportion of women in support roles.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	20.9%	12.1%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	13%	15%	28%	35%

Female (% females to all employees in each quartile)	87%	85%	72%	65%
Average pay gap – difference in pay (female to male)	-2%	1%	-6%	8%

Management response

12. The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are largely due to types of occupation. The Trust is pleased that data demonstrates that there is equality of opportunity in progression for both genders in this organisation. However, the Trust also recognise that there are significantly higher proportions of women working in support roles (within the lower quartiles). This may be as a consequence of eg. having and caring for children which can change what is wanted from a job (data from the Office from National Statistics, confirms this as an issue). As mentioned in point 8 above the Trust pays in accordance with the STPC document as published each year, and NJC pay and conditions. The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. It is pleasing that there are no issues around equal pay, with men and women within each quartile earning relatively similar pay. Further, increases to the Living Wage will narrow pay differentials in time.
13. Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:
- encourage male employees to apply for support roles, and ensure they are not discouraged in their applications.
 - ensure all job roles are advertised to eliminate any potential for gender bias and to provide opportunities for female employees to progress through the grades.

Jon Newman
CFO
November 2021
Sources

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>