

Gender Pay Gap Report

Report Snapshot Date: 31 March 2022

Introduction

The Oxford Diocesan Bucks Schools Trust (ODBST) is a Multi-Academy Trust operating across Buckinghamshire including Milton Keynes. At the reporting date of 31st March 2022, the ODBST was made up of 11 member schools with a total of 380 roles, with some employees holding multiple part time roles.

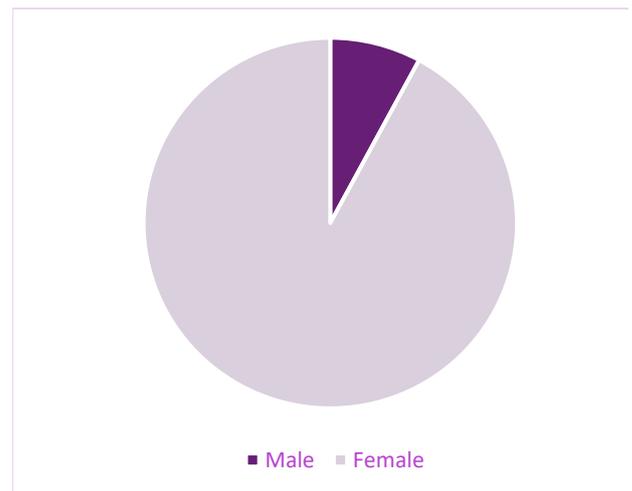
We are confident that we are an equal opportunities employer and all employees across the organisation, whether male or female, are rewarded appropriately.

The ODBST follows a clear pay structure across all schools and pay rates are negotiated with the recognised trade unions.

Employee Gender Ratio

Gender	Headcount	%
Male	28	7.9
Female	352	92.1
Totals	380	100

The ODBST's workforce comprises of significantly more female employees than male. This is typical across the primary education sector nationally.



Gender Ratio Quartile Analysis

Hourly pay quarters								
Gender	Lower hourly pay quarter		Lower middle hourly pay quarter		Upper middle hourly pay quarter		Upper hourly pay quarter	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	3	3.2	6	6.3	12	12.6	7	7.4
Female	92	96.8	89	93.7	83	87.4	88	92.6

Gender Pay Differentials

Gender	2021 Mean Gender Hourly Rate (£)	2022 Mean Gender Hourly Rate (£)	2021 Median Gender Hourly Rate (£)	2022 Median Gender Hourly Rate (£)
Male	20.62	20.60	13.35	14.26
Female	17.21	17.96	11.34	11.76

Gender Pay Gap (using hourly pay)

	2021	2022
Mean Gender Pay Gap	16.54%	12.82%
Median Gender Pay Gap	15.06%	17.53%

Gender Bonus Pay

No staff were in receipt of a bonus.

Notes

Where an employee has two or more roles paid at different rates, the reported data includes pay information for each role. Given that this affects lower paid, part time support roles often held by women, it could arguably be seen to magnify the gender pay gap.

Five of our eleven schools as classed as being in a 'fringe area' due to their proximity to London. The nationally agreed teachers' pay scales are assigned higher values for those living in a fringe area.

Progress

A year-on-year comparison of the previous reporting period shows the Trust has reduced the mean gender pay with mean average coming down by more than 3.72% from 16.54% in 2021 to 12.82% in 2022. The median pay gap has increased from 15.06% in 2021 to 17.53% in 2022.

Whilst the percentage split of male and female employees remains consistent from 2021 to 2022, there has been a shift in the spread of male staff across the pay quartiles, notably there has been an increase in male staff in the upper middle quartile which reflects the make-up of our teaching team.

Actions

To reduce the gender pay gap, the ODBST is committed to:

- Appointing the best candidates into vacant roles, regardless of their gender (unless there is a genuine occupational reason for requiring a particular gender);
- Maintaining structured pay scales aligned to job roles;
- Giving serious consideration to flexible working requests from employees, regardless of gender;
- Providing a range of CPD opportunities to support progression, for employees to benefit from, regardless of gender.
- Monitoring equal opportunity data through the recruitment process.