

# GENDER PAY GAP REPORT

## Snapshot Date: 31 March 2023

ODBST ♦ c/o Longwick CofE School ♦ Walnut Tree Lane ♦ Longwick ♦  
Buckinghamshire ♦ HP27 9SJ



## Introduction

ODBST is a Multi Academy Trust comprised of 11 primary schools across Buckinghamshire including Milton Keynes. As of 31<sup>st</sup> March 2023 (when the snapshot data for the gender pay reporting is taken) the Trust employs 384 staff.

The Trust is an equal opportunities employer. The Trust follows clear pay structures for all schools. The Trust follows the Trade Union negotiated pay structures for teachers and support staff working within schools.

The Trust's statutory gender pay gap report can be found on the [government website](#).

## Data

In common with the primary education sector in general, the Trust has a significantly higher proportion of females (92%) in employment than males (8%). Across the quartiles utilised in the gender pay gap, the gender representation is as follows:

	% Female	% Male
Quartile 1 (Upper Quartile for Hourly Pay)	92.7%	7.3%
Quartile 2 (Middle Upper Quartile for Hourly Pay)	88.5%	11.5%
Quartile 3 (Middle Lower Quartile for Hourly Pay)	91.7%	8.3%
Quartile 4 (Lower Quartile for Hourly Pay)	94.8%	5.2%

The average (mean and median) hourly rates, together with comparison data from the previous two years and gender pay gap information are shown below:

	2021		2022		2023	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
<b>Female</b>	£17.21	£11.34	£17.96	£11.76	£16.59	£12.70
<b>Male</b>	£20.62	£13.35	£20.60	£14.26	£16.96	£13.45
<b>Gender Pay Gap</b>	16.54%	15.06%	12.82%	17.53%	2.18%	5.58%

A significant reduction in the gender pay gap has been observed in 2023. As the gender demographic within the Trust is not equal, any changes in the number of male employees or roles that they undertake can result in significant changes in the mean and median hourly rates. The Trust is satisfied that where males and females are fulfilling similar roles, their pay adheres to the relevant Trade Union negotiated pay structures.

No staff were in receipt of any bonus payments.



## On-going Commitments

ODBST remain 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.

Gillian Nickless

Director of HR

