

GENDER PAY GAP REPORT

Snapshot Date: 31 March 2025

ODBST ♦ The Green ♦ Longwick ♦ Buckinghamshire ♦ HP27 9QY



Introduction

ODBST is a Multi Academy Trust comprised of 13 primary schools across Buckinghamshire including Milton Keynes. As of 31st March 2025 (when the snapshot data for the gender pay reporting is taken) the Trust employs 414 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 education sector in general, the Trust continues to have a significantly higher proportion of females in employment than males. The overall demographic remains largely unchanged from previous years with our workforce comprised of 91.5% females (91% in 2024; 92% in 2023) and 8.5% males (9% in 2024; 8% in 2023). Across the quartiles utilised in the gender pay gap, the gender representation is as follows:

	% Female	% Male
Quartile 1 (Upper Quartile for Hourly Pay)	90.29% (2024: 90.8%; 2023: 92.7%)	9.71% (2024: 9.2%; 2023: 7.3%)
Quartile 2 (Middle Upper Quartile for Hourly Pay)	89.32% (2024: 87.3%; 2023: 88.5%)	10.68% (2024: 12.7%; 2023: 11.5%)
Quartile 3 (Middle Lower Quartile for Hourly Pay)	93.20% (2024: 91.8%; 2023: 91.7%)	6.8% (2024: 8.2%; 2023: 8.3%)
Quartile 4 (Lower Quartile for Hourly Pay)	93.33% (2024: 94.6%; 2023: 94.8%)	6.67% (2024: 5.4%; 2023: 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:

	2023		2024		2025	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Female	£16.59	£12.70	£17.88	£13.67	£17.49	£14.20
Male	£16.96	£13.45	£19.17	£18.71	£18.84	£17.01
Gender Pay Gap	2.18%	5.58%	6.7%	27.0%	7.14%	16.51%



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 overall mean and median hourly rates creating a notional gender pay gap.

It is perhaps more helpful to review the pay gap information for each quartile (as opposed to across the whole data):

	Quartile 1: Upper Quartile	Quartile 2: Upper Middle Quartile	Quartile 3: Lower Middle Quartile	Quartile 4: Lower Quartile
Gender Pay Gap (Mean)	-10.4%	4.1%	1.5%	0.6%
Gender Pay Gap (Median)	-5.7%	-0.1%	3.3%	0.9%

A minus figure indicates where females have a higher average hourly rate than males.

It is also possible to compare the Trust's data with other MAT Trusts who may also experience the similar challenges of an uneven gender distribution having a significant impact on data. At the time of writing, most MATs have not yet published their 2025/26 data therefore the 2024 snapshot data has been used for the comparator Trusts.

MAT Employer (with schools within Buckinghamshire)	Employer Size	Gender Pay Gap Mean Hourly Pay (%)	Gender Pay Gap Median Hourly Pay (%)	% Women in Quartile 1: Upper Quartile	% Women in Quartile 2: Upper Middle Quartile	% Women in Quartile 3: Lower Middle Quartile	% Women in Quartile 4: Lower Quartile
MAT A (2024 Data)	250 to 499	-21.1	-28.8	90.28	90.28	95.83	100
Oxford Diocesan Bucks Schools Trust (2024 Data)	250 to 499	6.7	27	90.8	87.3	91.8	94.6
Oxford Diocesan Bucks Schools Trust (2025 Data)	250 to 499	7.14	16.51	90.29	89.32	93.2	93.33
MAT B (2024 Data)	1000 to 4999	16	17.1	63.9	68.5	71.8	87.3
MAT C (2024 Data)	500 to 999	19.55	18.26	66.9	72.1	75	84.7
MAT D (2024 Data)	1000 to 4999	20.7	28.7	74.7	78	84.7	91.9
MAT E (2024 Data)	250 to 499	24.2	32.5	82.5	90.4	95.7	92.2

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

