

# GENDER PAY GAP REPORT

Snapshot Date: 31 March 2026

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



## Introduction

ODBST is a Multi Academy Trust comprised of 14 primary schools and 1 secondary across Buckinghamshire including Milton Keynes. As of 31<sup>st</sup> March 2026 (when the snapshot data for the gender pay reporting is taken) the Trust employs 581 staff.

The gender pay gap is the difference between the average pay of men and women and measures the average gross hourly rates of pay. There are a range of other factors that influence this workforce data, such as the number of part time staff, the structure of each school and the type of each school in the Trust.

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 87.4% females (91.5% in 2025; 91% in 2024) and 12.6% males (8.5% in 2025; 9% in 2024). A secondary school joining the Trust during the past year has moved the gender mix more than in previous years. Across the quartiles utilised in the gender pay gap, the gender representation is as follows:

	% Female	% Male
Quartile 1 (Upper Quartile for Hourly Pay)	<b>83.45%</b> (2025: 90.29%; 2024: 90.8%)	<b>16.55%</b> (2025: 9.71%; 2024: 9.2%)
Quartile 2 (Middle Upper Quartile for Hourly Pay)	<b>84.14%</b> (2025: 89.32%; 2024: 87.3%)	<b>15.86%</b> (2025: 10.68%; 2024: 12.7%)
Quartile 3 (Middle Lower Quartile for Hourly Pay)	<b>91.72%</b> (2025: 93.20%; 2024: 91.8%)	<b>8.28%</b> (2025: 6.8%; 2024: 8.2%)
Quartile 4 (Lower Quartile for Hourly Pay)	<b>90.41%</b> (2025: 93.33%; 2024: 94.6%)	<b>9.59%</b> (2025: 6.67%; 2024: 5.4%)

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

	2024		2025		2026	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
<b>Female</b>	£17.88	£13.67	<b>£17.49</b>	£14.20	<b>£18.30</b>	£15.80
<b>Male</b>	£19.17	£18.71	<b>£18.84</b>	£17.01	<b>£20.67</b>	£18.25
<b>Gender Pay Gap</b>	6.7%	27.0%	<b>7.14%</b>	16.51%	<b>11.64%</b>	13.42%



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.

The Trust is satisfied that where males and females are fulfilling similar roles, their pay adheres to the relevant Trade Union negotiated pay structures.

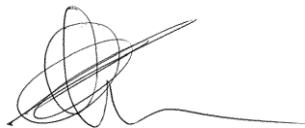
No staff were in receipt of any bonus payments as the Trust has no bonus scheme in place.

## 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.
- Consideration and approval of flexible working requests from employees, regardless of gender, in-line with legislation changes and ACAS guidance.
- 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.

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