

## Gender Pay Gap Report

Report Snapshot Date: 31 March 2020

### Introduction

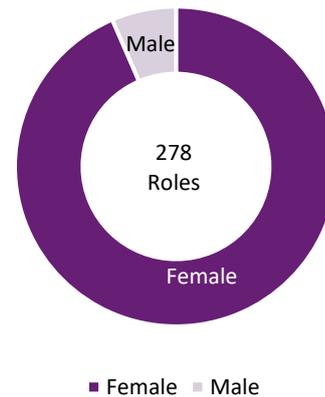
The Oxford Diocesan Bucks Schools Trust (ODBST) is a Multi-Academy Trust operating across Buckinghamshire including Milton Keynes. At the reporting date of 31<sup>st</sup> March 2020, ODBST was made up of 8 member schools with a total of 253 employees in 278 roles, with some employees holding multiple 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.

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	18	6.47
Female	260	93.53
<b>Totals</b>	<b>278</b>	<b>100</b>



ODBST's workforce comprises of significantly more female employees than male, although the ratios vary across different staffing groups. This is typical across the primary education sector nationally.

### Gender Ratio Quartile Analysis

Gender	Hourly pay quarters							
	Lower hourly pay quarter		Lower middle hourly pay quarter		Upper middle hourly pay quarter		Upper hourly pay quarter	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	0	0	6	8.70	5	7.14	7	10.14
Female	70	100	63	91.30	65	92.86	62	89.86

## Gender Pay Differentials

Gender	Mean Gender Hourly Rate (£)	Median Gender Hourly Rate (£)
Male	20.94	13.61
Female	16.41	11.11

## Gender Pay Gap (using hourly pay)

Mean Gender Pay Gap	21.63%
Median Gender Pay Gap	18.87%

## 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 held by women (there are no male employees with more than one role), it could arguably be seen to magnify the gender pay gap.

Around 78% of all roles in the Trust are on a part time basis.

Three of our eight 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. Ten of our eighteen male employees are based within the three fringe area schools, six of which are in teaching or leadership roles, and therefore this may have a disproportionate impact on our gender pay gap calculations.

## Actions

To reduce the gender pay gap, 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.