

Gender Pay Gap Report

Report Snapshot Date: 31 March 2021

Introduction

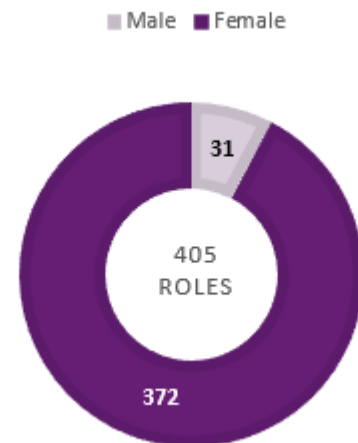
The Oxford Diocesan Bucks Schools Trust (ODBST) is a Multi-Academy Trust operating across Buckinghamshire including Milton Keynes. At the reporting date of 31st March 2021, ODBST was made up of 11 member schools with a total of 369 employees in 405 roles, with some employees holding multiple part time 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	31	8
Female	372	92
Totals	405	100



ODBST's workforce comprises of significantly more female employees than male, although there has been a 2% increase in male employees in the Trust compared to the same period in 2020. 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	11	10.89	10	9.90	4	3.96	6	5.88
Female	90	89.11	91	90.10	97	96.04	96	94.12

Gender Pay Differentials

Gender	2021	2020	2021	2020
	Mean Gender Hourly Rate (£)	Mean Gender Hourly Rate (£)	Median Gender Hourly Rate (£)	Median Gender Hourly Rate (£)
Male	20.62	20.94	13.35	13.61
Female	17.21	16.41	11.34	11.11

Gender Pay Gap (using hourly pay)

	2021	2020
Mean Gender Pay Gap	16.54%	21.63%
Median Gender Pay Gap	15.06%	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 often held by women (only 2 of the 36 employees with more than one job are male), it could arguably be seen to magnify the gender pay gap.

Around 76% of all roles in the Trust are on a part time basis.

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

In the reporting period from March 2020 to March 2021 the Trust has grown by 3 schools and increased its employee headcount by 116 employees working 127 roles. A year-on-year comparison of the previous reporting period shows the Trust has reduced both the mean and median gender pay with mean average coming down by more than 5% from 21.63% in 2020 to 16.54% in 2021. Similarly, the median pay gap has reduced from 18.87% in 2020 to 15.06% in 2021, a little under 4%.

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.