

2021 Gender Pay Gap Reporting

Outwood Grange Academies Trust continues to operate as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

We do not have any variation in pay between female and male staff

undertaking the same role, however, the greater proportion of men in teaching roles, compared to support staff roles, creates what appears to be a gender pay gap across the mean and median when looking at the whole workforce but, again, not within roles.

As stated in previous years, we believe it should also be noted that the gender pay gap of the Trust is skewed by the fact that teachers' hourly rate is calculated over 38 weeks, whereas the support staff hourly rate is calculated over 52 weeks. We have, therefore, also provided below the mean and median calculations to consider these two separate categories of staff which we believe better reflects the actual gender pay gap within the Trust.

We are continuing to drive pay equality across the Trust and are currently in the process of job evaluation for all support staff roles in our academies. This is due to the inheritance of multiple different pay scales from the 11 different local authorities in which we work, something that has now become untenable to us as an employer.

The Trust has continued to successfully run its 'Women into Leadership' programme with a high sign up rate from women across our academies. This course is highly regarded by those who have attended and has seen many participants achieving promotion within the Trust.

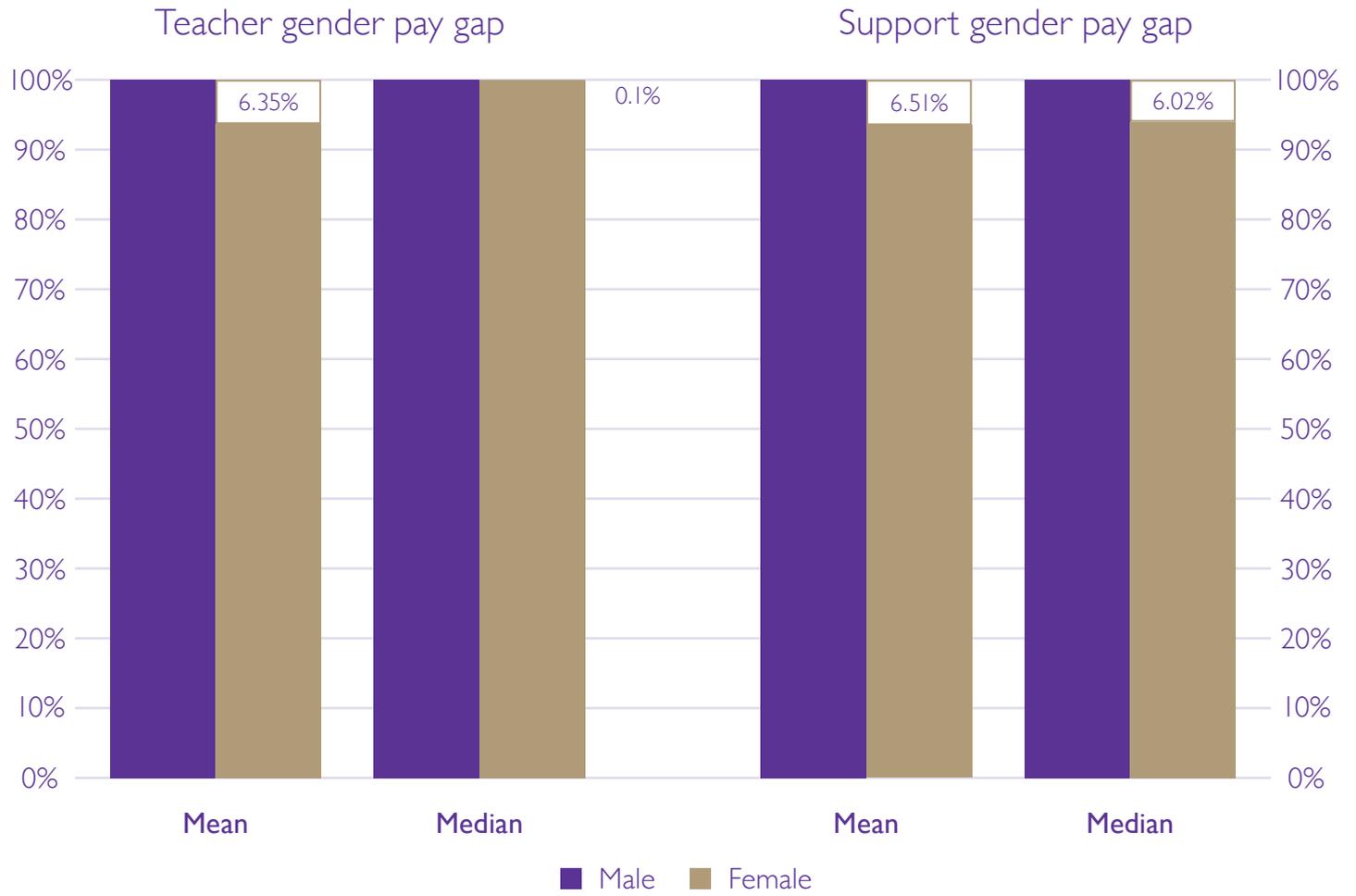


David Earnshaw CBE
Chair of OGAT Board of Directors



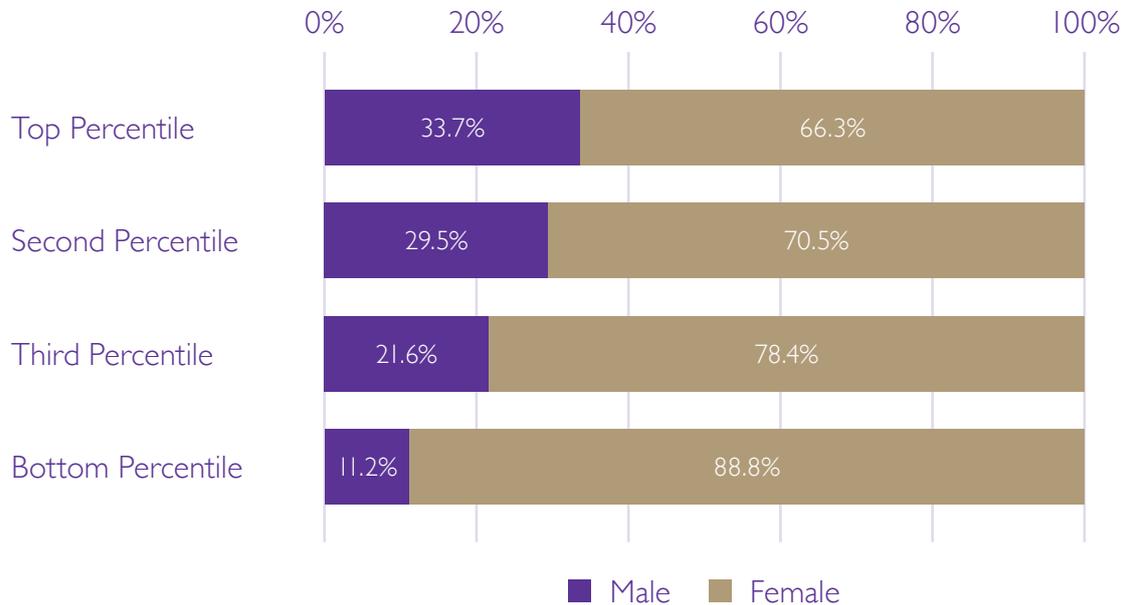
Gender pay gap by categories of staff

You will see below that within the two different categories of staff who are paid under different nationally set terms and conditions, the gender pay gap is virtually eliminated.



Proportion of male and female colleague in each pay quartile

This chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles.



Headline gender pay gap figures

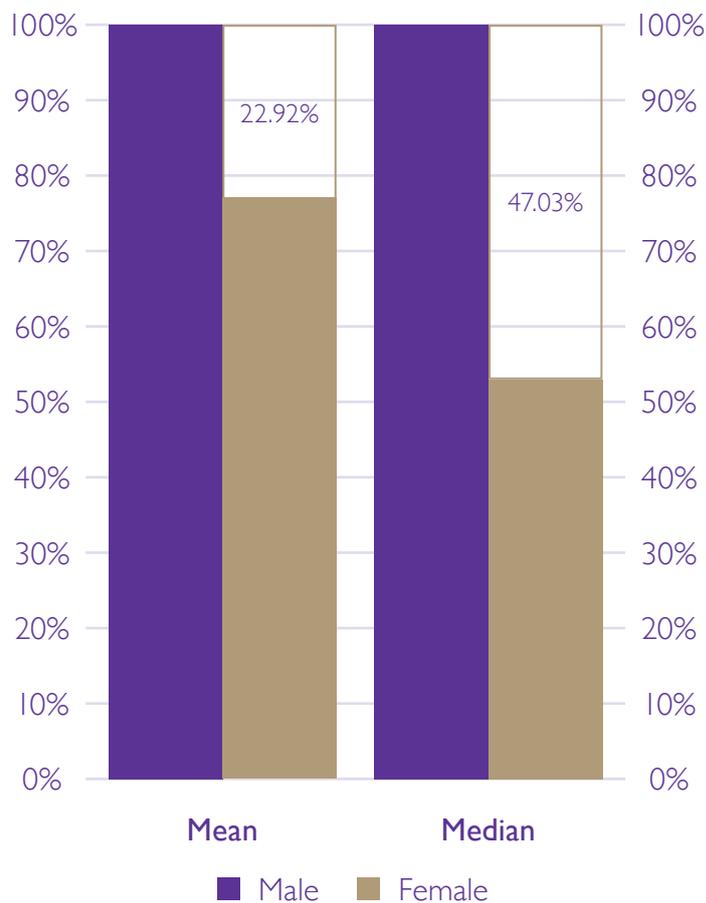
The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The figures provided in the charts opposite are based on hourly rates of pay as at 30 March 2021.

Outwood Grange Academies Trust does not pay bonuses to any staff, therefore, the further three statutory calculations of the Mean Bonus Gender Pay Gap, the Median Bonus Gender Pay Gap and the proportion of males and females receiving a bonus payment are not applicable.

Gender pay gap



How are we supporting gender equality in the Trust?

We continue to challenge the historical imbalance in the education sector and inherited within schools that join the Trust, where a disproportionate number of lower paid support staff roles are occupied by female colleagues.

- We ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias.
- The Trust runs Women into Leadership programmes via the Outwood Institute of Education.
- We continue to further cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies. An example of this on-going commitment is our Shared Parental Leave Policy.
- We are also committed to evolving our culture of ongoing targeted professional development to enable all employees to realise their full potential.

Underpinning all of our actions is the Trust's Equality and Diversity Policy which sets out our commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.