

## 2023 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.

This year has seen a reduction in both the overall mean and median for the trust, and particularly across support staff, which we are pleased with. However, we are not complacent and we are continuing to drive pay equality across the Trust and have completed 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.

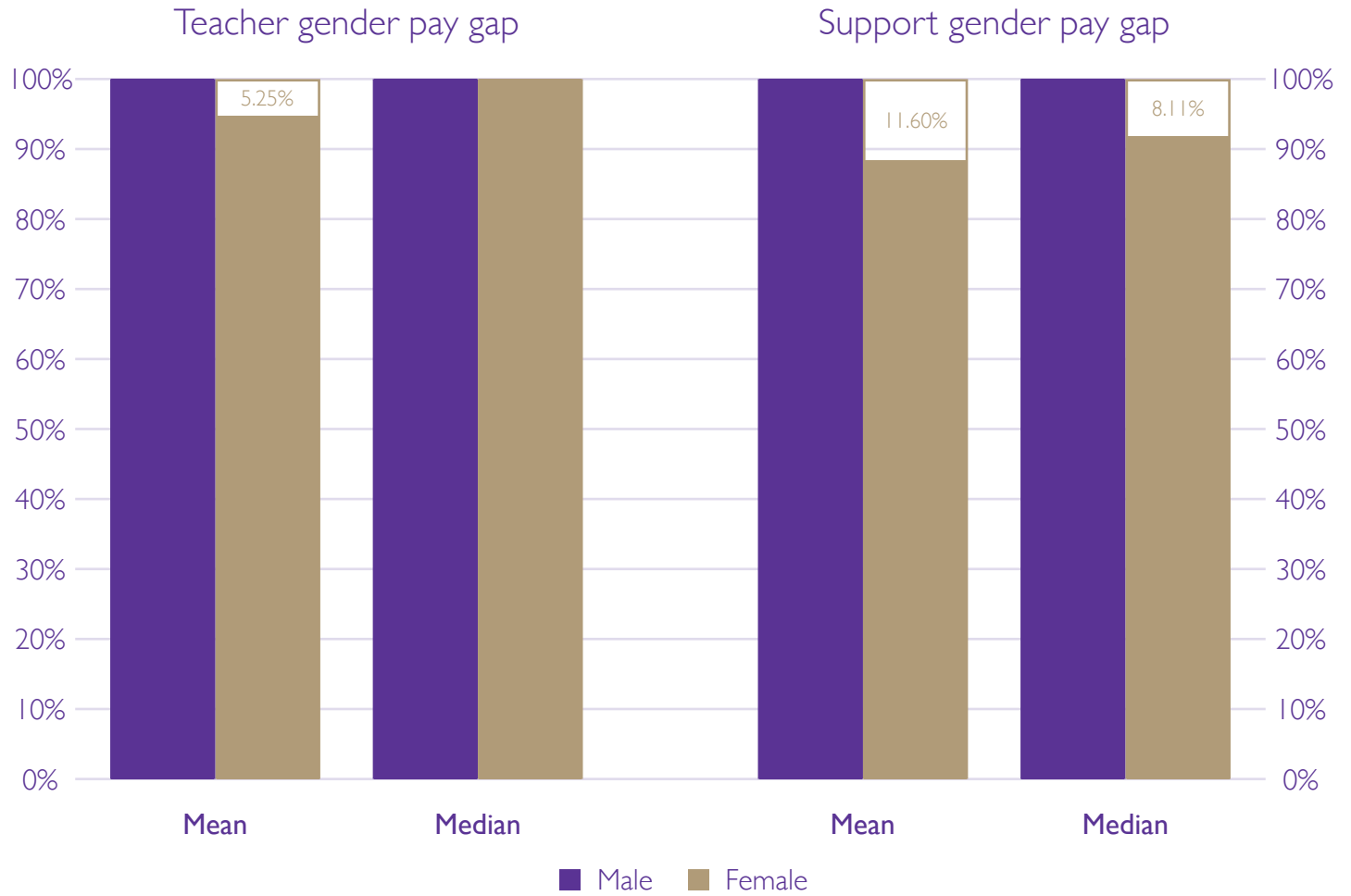


**David Earnshaw CBE**

Chair of OGAT Board of Directors

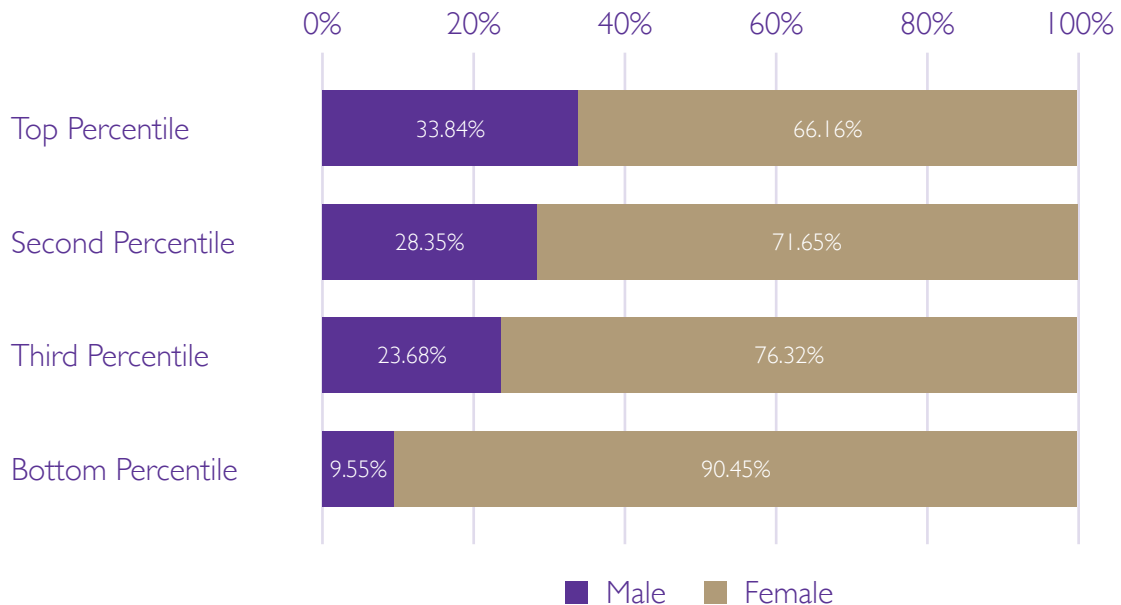
## Gender pay gap by categories of staff

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 colleagues 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.

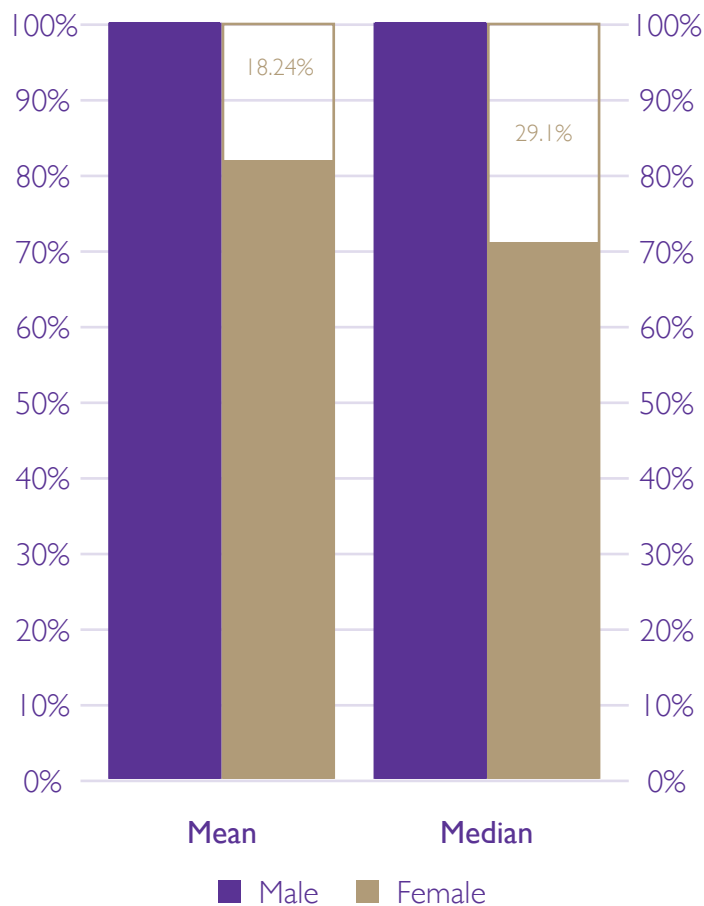
The **mean** pay gap is the difference between average hourly earnings of men and women. The **median** pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the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

The figures provided in the charts opposite are based on hourly rates of pay as at 31 March 2023.

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.

Outwood Grange Academies Trust confirms that the information and calculations provided in this report are accurate.

## 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. Our action plan for the coming year is:

- Ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias, this will be completed within the first term of 2024/25.
- The Trust will run a cohort of Women into Leadership programme via the Outwood Institute of Education during the 2024/25 academic year to be completed by May 2025.
- We will review our range of supporting guidance, advice and policies to support our family friendly culture, for example removing the qualifying period for maternity and paternity leave. This will be completed and implemented by December 2024.
- We will review our professional development offer for every tier of the organisation to ensure that every colleague is able to meet their full potential, including clear career progression paths. This will be in place within the Outwood Institute of Teaching by December 2024.

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.