

2018 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 a Trust we are pleased to see improvements in both the mean and median gaps, but understand there is still continued work to do.

As stated last year, 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.

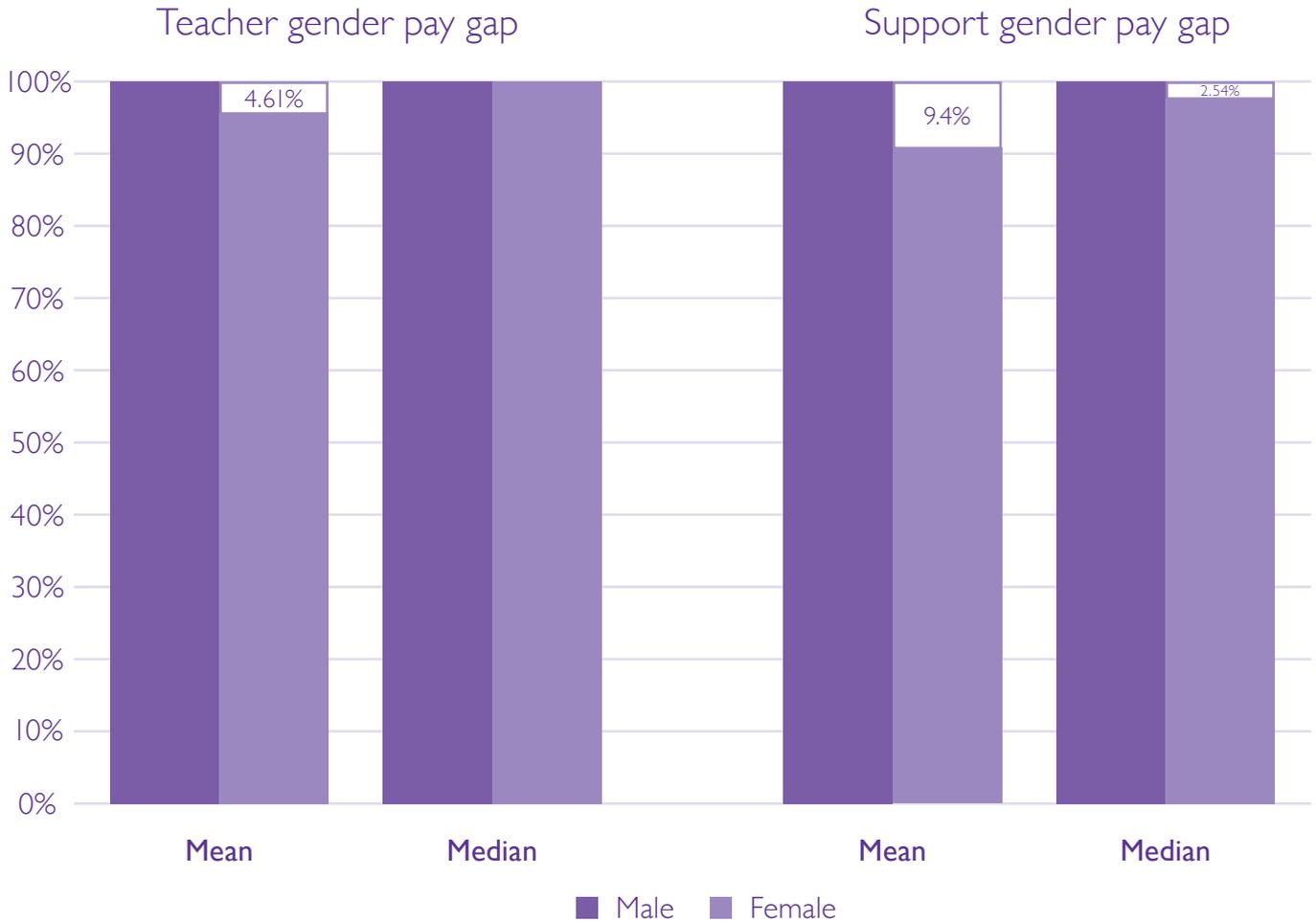
We also know that, compared with others in the sector, we continue to believe that directly employing our caterers, cleaners and site support staff will ensure that their terms and conditions, alongside pay awards and pension are protected. However, this does have an impact on our gender figures as these tend to be some of the lower paid and mainly female employed posts.

David Earnshaw CBE

Chair of OGAT Board of Directors

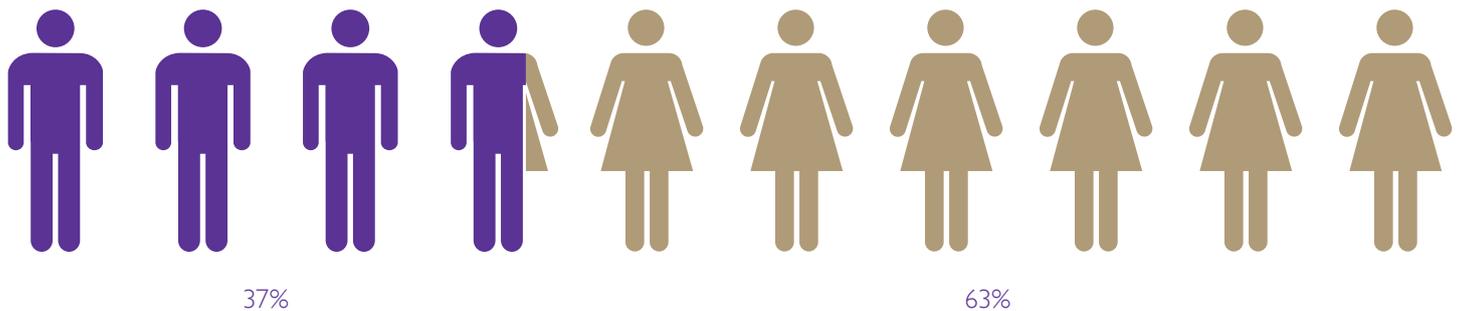
Gender pay gap by categories of staff

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.**



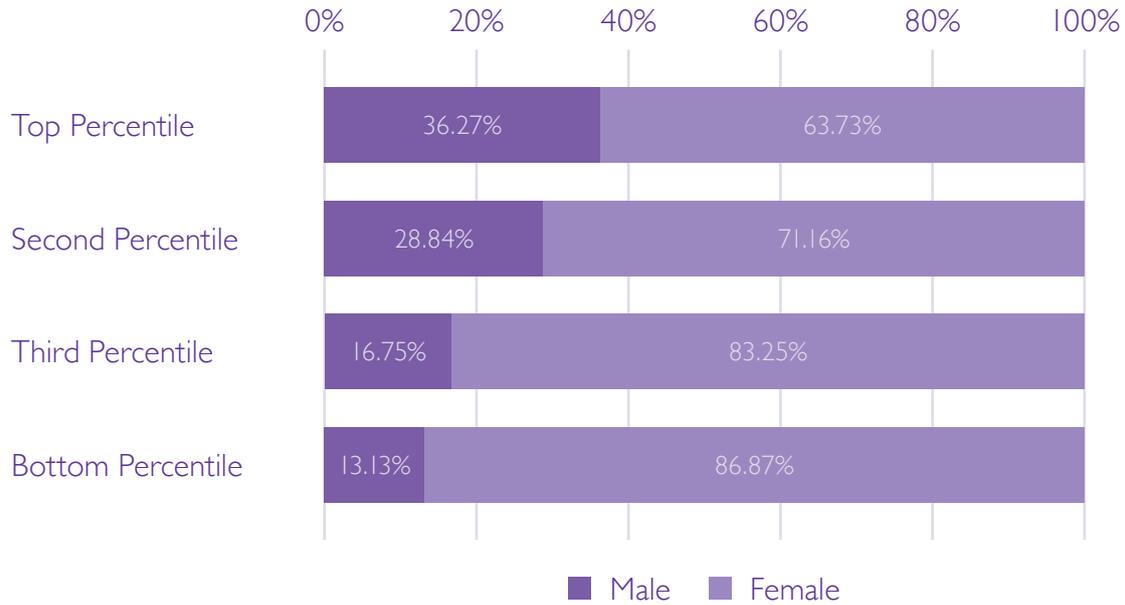
Senior leadership gender analysis

The Trust has also reviewed the gender split of its senior leaders within the organisation, based on their role on SLT. The results are interesting and reflect, as we expected, the high percentage of female staff employed by the Trust. Within the senior leadership and executive leadership of the Trust, the gender balance shows a much higher percentage of female colleagues hold these senior roles.



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.



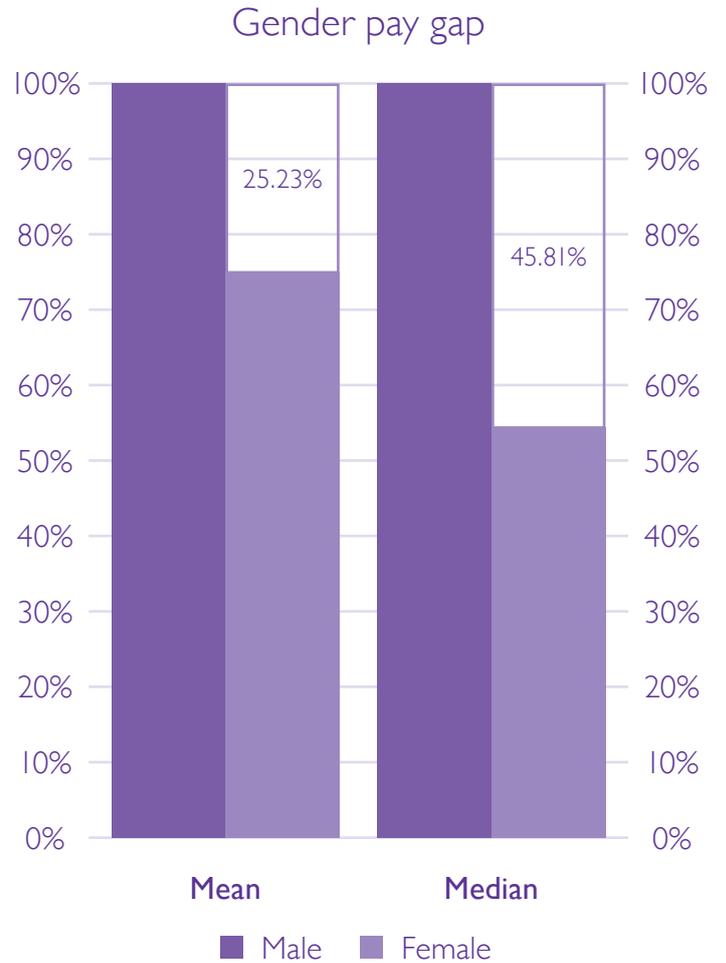
Headline gender pay gap figures

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 2018.

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.



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 has run 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.