



Gender Pay Gap March 2017

Osborne Co-operative Academy Trust as an employer is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations across all staff across all six schools in the Trust, based on pay data at 31 March 2017, are as follows:

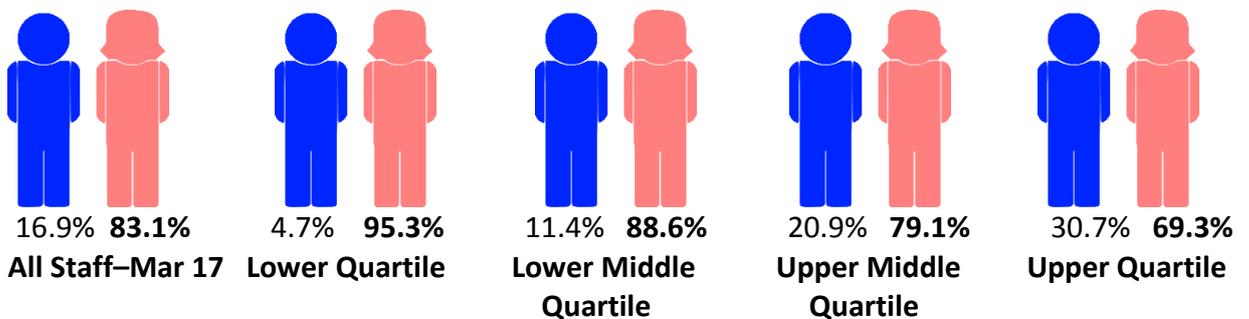


According to the Office for National Statistics, the overall UK mean gender pay gap is currently 18.1% which means that Osborne Co-operative Academy Trust's mean pay gap across all staff is higher than the national average.



According to the Chartered Management Institute 2016 Gender Pay Survey, the overall UK median gender pay gap is 23%, which means that Osborne Co-operative Academy Trust's median pay gap across all staff is higher than the national average.

Proportions of staffing by hourly pay quartiles:



No bonuses were paid to staff for the reporting period.

Work on eradicating the Gender Pay Gap

Osborne Co-operative Academy Trust is committed to improving our Gender Pay Gap and we are looking at a number of initiatives to reduce the Gender Pay Gap.

Action Plan

- We are very proud to be an Equal Opportunities Employer. Together with our JCC and Workload Ambassadors our ambition for the lower quartile is to employ both men and women (as this is predominantly woman at the moment). We will do this through a co-ordinated Recruitment drive.
- We are proud of our family friendly policies. We want to reduce the gap for the Upper Quartile by doing more to improve parents returning to work in more senior positions to fulfil their career ambitions and enable them to support their family obligations.
- Reviewing our recruitment processes, focusing on how to attract men into the Cleaner, Midday Assistant, and the Learning Support Assistant Roles.
- Active support for members of staff returning to work following maternity, paternity or adoption leave, and consideration to be given to Job Share working arrangements. We offer shared parental leave and part time opportunities.
- Ensuring women have the opportunity and ability to progress their careers within the Trust through effective Performance Management Reviews, and coaching as well as Career Professional Development opportunities.
- When analysing the mean and median hourly rate there is a statistically significant gender pay gap overall, with female employees earning less on average than their male colleagues. However, it is important to note that occupational pay differences between support staff and qualified teachers significantly impacts this data.
- Osborne Co-operative Academy Trust uses pay scales for all Teachers that are aligned to the School Teacher's Pay and Conditions document, which is reviewed on an annual basis. Staff move through the pay scales in line with performance related criteria.
- For support staff the Trust uses pay scales set by Thurrock Single Status for Government Services. Staff move through the pay scales for their grade until they reach the top of their contractual pay range.
- In April 2016 the government introduced a higher statutory minimum wage rate for all staff over 25 years of age, and referred to it as the 'National Living Wage'. Osborne Co-operative Academy Trust have implemented the National Living Wage.
- The Mean and Median for Teaching Staff alone have roughly the same value as male and female teachers are being paid within the same Pay Range/Scale.