

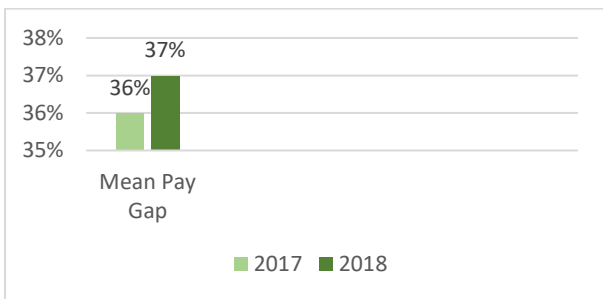
Gender Pay Gap March 2018

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.

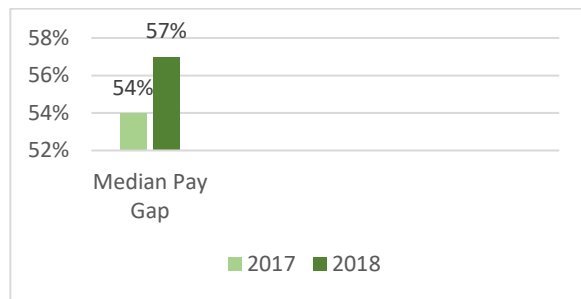
At the time of the survey – 31st March 2018, Osborne Co-operative Academy Trust employed 835 employees. There were 700 females (84%) and 135 males (16%). The results of these statutory calculations are as follows:

Mean Pay Gap



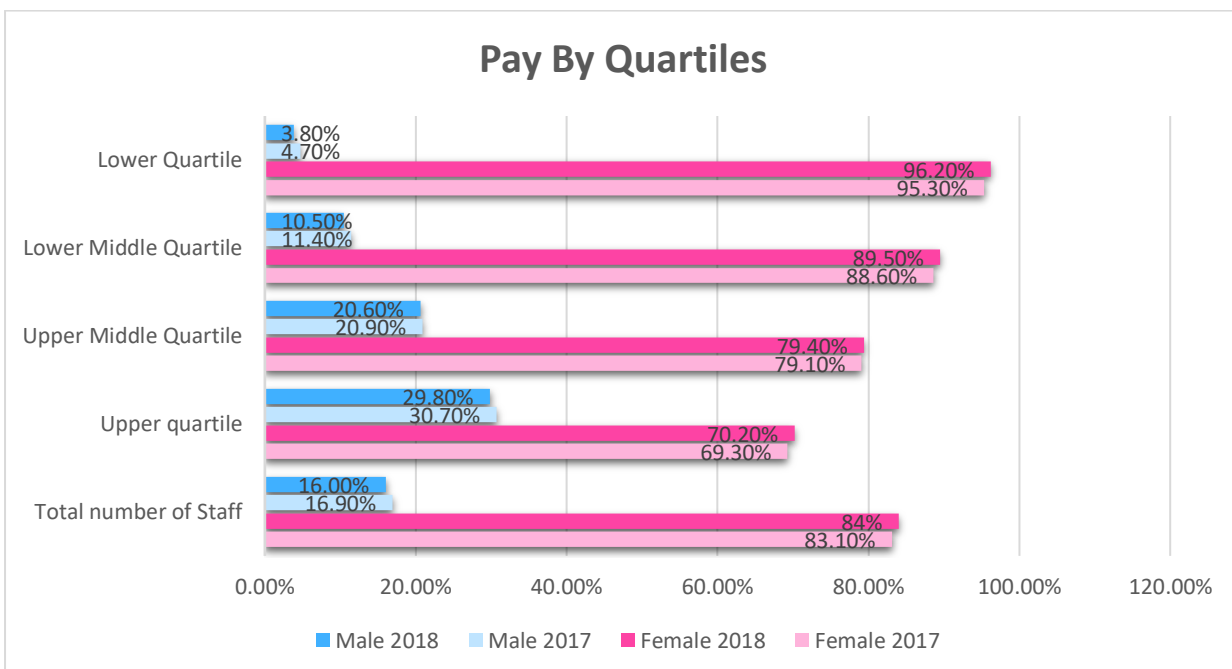
Osborne Co-operative Academy Trust's Mean pay gap is higher than the National average pay gap of 18.4% as stated in the Office of National Statistics 2017.

Median Pay Gap



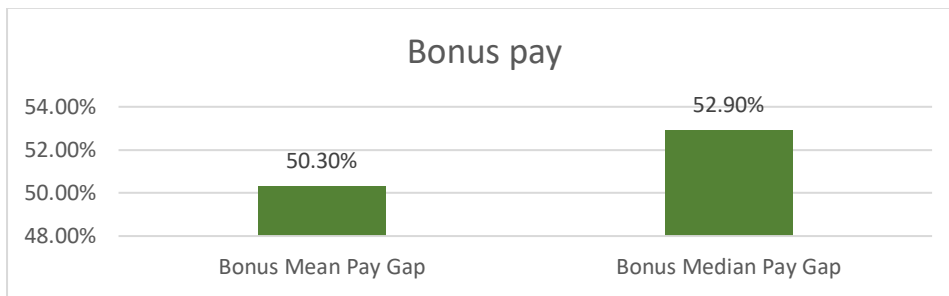
Osborne Co-operative Academy Trust's Median pay gap is higher than the National Average pay gap of 23% as stated in the Chartered Management Institute 2016 Gender Pay Survey.

Pay By Quartiles – Hourly pay Quartiles

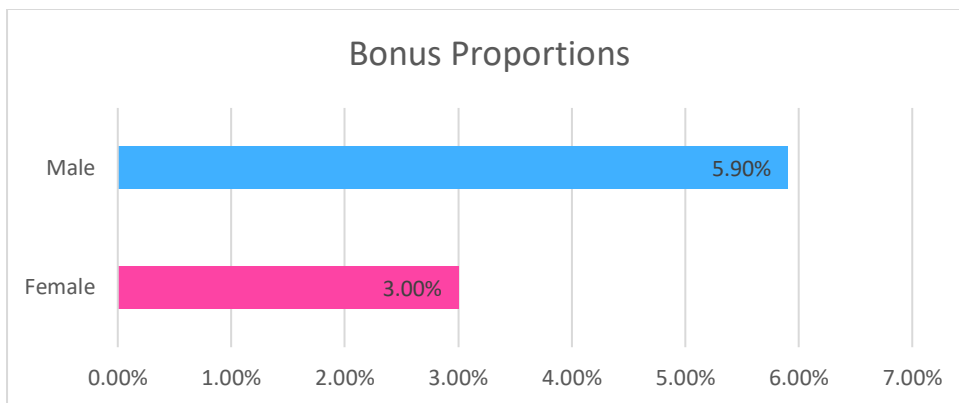


This data shows that Osborne Co-operative Academy Trust has a much higher proportion of women in all quartiles.

Bonus Pay



Bonus Proportions



We have analysed the data further to look at figures for Senior positions:

	Chief Executive Officer	Chief Operations Officer	Headteachers/ Head of School	Senior Deputy Headteacher	Deputy Headteacher	Assistant Headteacher
Male	1 (100%)	0	2	1 (100%)	4 (36%)	4 (21%)
Female	0	1 (100%)	3	0	7 (64%)	15 (79%)

We are proud that women within our Trust hold 26 of the 38 Senior Positions (70%)

Work on eradicating the Gender Pay Gap

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

Action Plan

- We are very proud to be an Equal Opportunities Employer and we will continue to review our recruitment practices to ensure that posts are attractive to a wide range of adults.
- Our staff turnover is low which indicates it will take longer for our figures to reflect the work that is being undertaken to reduce the Gender Pay Gap.
- We currently offer a number of posts which are term time only/part-time which attract female applicants. The vast majority of our employees are women (84% of employees are female and this is in line with experience across the Education sector).
- The lower quartile includes a range of support staff roles in areas such as catering, cleaning and midday assistants which predominately attract more women than men.
- Osborne Co-operative Academy Trust supports our employees with a number of family friendly HR policies such as Flexible Working parent, career breaks and parental and dependant leave to encourage all staff to return to work once they have a family.
- 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. Therefore, earnings reflect performance rather than gender.
- For support staff the Trust uses pay scales set by Thurrock Single Status for Local Government. Staff move through the pay scales for their grade until they reach the top of their contractual pay range. Therefore, earnings reflect performance rather than gender.
- Osborne Co-operative Academy Trust agrees the Staff Performance framework that the schools should use to ensure fairness and consistency. The policy is constantly reviewed.
- 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.

All these strategies are part of our action plan to further reduce the Gender Pay Gap, we are however confident that our male and female employees are paid equally for doing equivalent jobs within the Trust.