



Ousedale School

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Ousedale School Gender Pay Report – 31st March 2022

The Equality Act 2010 (Gender Pay Gap Information) Regulations require employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the difference between the mean and median earnings of men and women, regardless of the nature of their work. This is expressed as a percentage of men's earning i.e. women earn X% less than men. For differences in rates of pay, a positive percentage indicates that men in an organisation receive a higher rate than women in an organisation. A negative percentage indicates that men in an organisation received a lower rate than women in an organisation.

A gender pay gap is different from an equal comparison, which would involve direct comparison of two people or groups of people carrying out work of equal value.

Difference in mean and median rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	21.0%	37.7%

Portion of male and female employees according to quartile pay bands

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	14.93%	10.45%	32.84%	39.39%
Female (% females to all employees in each quartile)	85.07%	89.55%	67.16%	60.61%

Supporting statement

We are committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). We have both a pay policy and governance in place for salary progression and salary level on appointment. We use pay scales comparable to and based on the School Teachers Pay & Conditions Document for teachers and academy-based leaders. For Associate (non-teaching) staff, we evaluate job roles and pay grades as necessary to ensure a fair structure and allows us to monitor our equal pay position...

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work on a full time salary equivalent, rather the result of some roles which attract a lower graded salary seeing women over represented. This has traditionally been due to societal and economic reasons i.e.; women being the main providers of caring responsibilities and such roles in schools tend to lend themselves more easily with these responsibilities, for example working school hours and/or working term time only. As you can see, the lower quartile and middle quartile currently see women over represented as the roles are traditionally female dominated. This distribution will have an effect on the appearance of a pay gap. This reflects the national picture where Seventy-one per cent of part-time workers are women (CIPD Gender Pay Gap reporting March 2023)

It is clear from our data that we employ more men in higher paid roles (Q4) leadership or senior teaching, and predominantly full time, and fewer men in lower paid roles, (Q1 and 2) teaching assistants/catering, which are part time. This is something which is starting to change and we have seen an increase in the numbers of men employed in these roles this school year (22/23) which is not reflected in this report as this relates to the school year (21/22)

As an Organisation, we will strive to reduce the gender pay gap further and will work with the trust board and academy leaders to continue practices that will aim to reduce this figure in future years including:

- continue to ensure that our recruitment process is fair and equitable and that vacancies are offered to the best candidate for the job regardless of Gender based on structured interviews and task based assessment;
- encouraged employees to progress within our organisation with support where required;
- review the process for recruiting to senior positions and address any disadvantages as appropriate;
- review our flexible working and family friendly policies to ensure they are fit for purpose and offer staff the chance to balance work and home life where reasonably practicable.

I confirm that the information published here is accurate.

Signature:



Date: 16.03.23

Position: Headteacher