

## Gender Pay Gap (GPG) Report to Trustees 27.1.20

	2019			2020		
	Male	Female	GPG	Male	Female	GPG
<b>Mean GPG %</b>	£19.76	£14.87	<b>24.7</b>	£20.42	£15.71	<b>23.1</b>
<b>Median GPG %</b>	£16.98	£11.38	<b>33</b>	£18.94	£13.20	<b>30.3</b>
<b>Quartile 1 % (highest paid)</b>	33.7	66.3		33.7	66.3	
<b>Quartile 2 % (high middle)</b>	26.1	73.9		24.7	75.3	
<b>Quartile 3 % (low middle)</b>	18.5	81.5		21.2	78.8	
<b>Quartile 4 % (lowest paid)</b>	7.6	92.4		9.4	90.6	

*Quartiles are within the organisation and an even split of 25% of total staff*

### **2019 Trust comment:**

The Omega Trust adheres closely to Equal Opportunity legislation and guidance. The disparity between male and female Support Staff mean pay of 24.7% and the proportion of men in higher pay grades is acknowledged and we are actively mindful of this when making new staff appointments. We are reviewing our policies on pay and appraisal and Trustees have agreed to adopt the NJC national pay scales, including the national pay awards for this and last year. We are equally reviewing our current staffing structure, which includes role and salary comparison. We have planned for future job evaluations to bring a closer alignment across all of our five schools. We are very aware of our staffing profile and working continually to improve its impact in our schools for our children.

The current pay gap in our academies is not unexpected and due largely to the nature of many lower-paid, part-time and term-time only roles, working in schools, which attract a predominance of female workers/applicants due to preferred family/lifestyle arrangements. Traditionally, this has in part affected leadership responsibility roles as well, although this is starting to change and more women are being recruited to higher paid roles. We are aware also that with the nature of the most senior posts in the Trust of CEO and CFO, currently being male and being included in the GSHS figures, this has skewed average figures by approx. 5%.

### **Omega MAT GPG Statement 2020:**

The Omega Trust adheres closely to Equal Opportunity legislation and guidance. The disparity between male and female mean pay reduced by 1.6% to 23.1%.

All staff are on national pay scales, both teachers and support staff, which have no gender bias. Staff's position on each scale depends on the grade set for the role and length of service in the role, most based on annual incremental rises. Our most lowly paid role is exam invigilator and our most highly is CEO, but the GPG report offers no differentiation between these, nor any comparability in a wider context outside of the organisation. Most roles have been subject to pay evaluation previously through the LA.

The predominance of female employees in all quartiles across the Trust and the reported pay gap are not unexpected. Largely, this is reflected across schools nationally and is in part

due to the nature of many lower-paid, part-time and term-time only roles, working in schools, which attract a predominance of female workers/applicants due to preferred family/lifestyle arrangements. Traditionally, this has in part affected leadership responsibility roles as well, although this is starting to change and more women are being recruited to higher paid roles, the SLT (3 DHT and 4 AHT) of the high school representing a 50/50% gender split.

We have considered the guidance on 'effective and promising actions' to assist with reduction of the gender pay gap. Many of these are currently in operation across the Trust and we are committed to further implement these where possible. We continue to review our policies on pay and appraisal annually and Trustees have agreed to adopt the recommended national pay scales, including the national pay awards for this and last year for both teachers and support staff.

We review our schools' staffing structures annually as part of our School Resource Management process, which will include role and salary comparison. We have planned for future job evaluations to bring a closer alignment across all of our five schools. We are very aware of our staffing profile and working continually to improve its impact in our schools for our children regardless of gender.