

Oak Trees Multi-Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2023. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

Oak Tees Multi Academy Trust is committed to fair and transparent pay and reward arrangements. We ensure that there is equal pay for work of equal value across all the settings.

Gender pay is not the same as equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work.

The figures are based on hourly rates of pay as at 31st March 2023.

Oak Trees currently applies national terms and conditions across both its teaching and support staff. We believe that these nationally negotiated terms afford the best opportunity to achieve pay parity.

We will continue to monitor pay and reward within Oak Trees, including gender pay and equal pay, on a regular and ongoing basis so that all staff are treated fairly, irrespective of their gender in accordance with our commitment to

### **Pay & bonus gap**

On the snapshot date (31 March 2023) there were 366 full-pay relevant employees, of which 11.5% were men and 88.5% were women.

### **The women's hourly rate was**

19.1% lower (mean) than men

27.9% lower (median) than men

How many men & women are in each quarter of the Trust's payroll?

### **Pay quartiles**

	<b>Men</b>	<b>Women</b>
Upper hourly pay quarter	15.4%	84.6%
Upper middle hourly pay quarter	19.6%	80.4%
Lower middle hourly pay quarter	6.6%	93.4%
Lower hourly pay quarter	4.4%	95.6%

### **Who received bonus pay?**

0% of women

0% of men