

Gender Pay Gap 2024



Gender	Sum of Male Count	Sum of Sum Hrly Rate	Male Mean
M	44.00	1,074.90	24.43

Gender	Sum of Female Count	Sum of Sum Hrly Rate	Female Mean
F	335.00	4,911.69	14.66

39.98%
MeanDiff%

Oak
Academy

Gender	Sum of Male Count	Sum of Sum Hrly Rate	Male Median
M	44.00	1,074.90	19.77

Gender	Sum of Female Count	Sum of Sum Hrly Rate	Female Median
F	335.00	4,911.69	10.77

45.49%
MedianDiff%

Full Pay Relevant

Male Count	Female Count	Full pay relevant
44	335	Full Pay Relevant
44	335	

Gender Pay Gap 2024

Quartiles	Sum of Female Count	Sum of Male Count	Sum of Headcount
Quartile 1 Lower	89	6	95
Quartile 2 Lower Middle	88	6	94
Quartile 3 Upper Middle	85	10	95
Quartile 4 Upper	73	22	95
Total	335	44	379

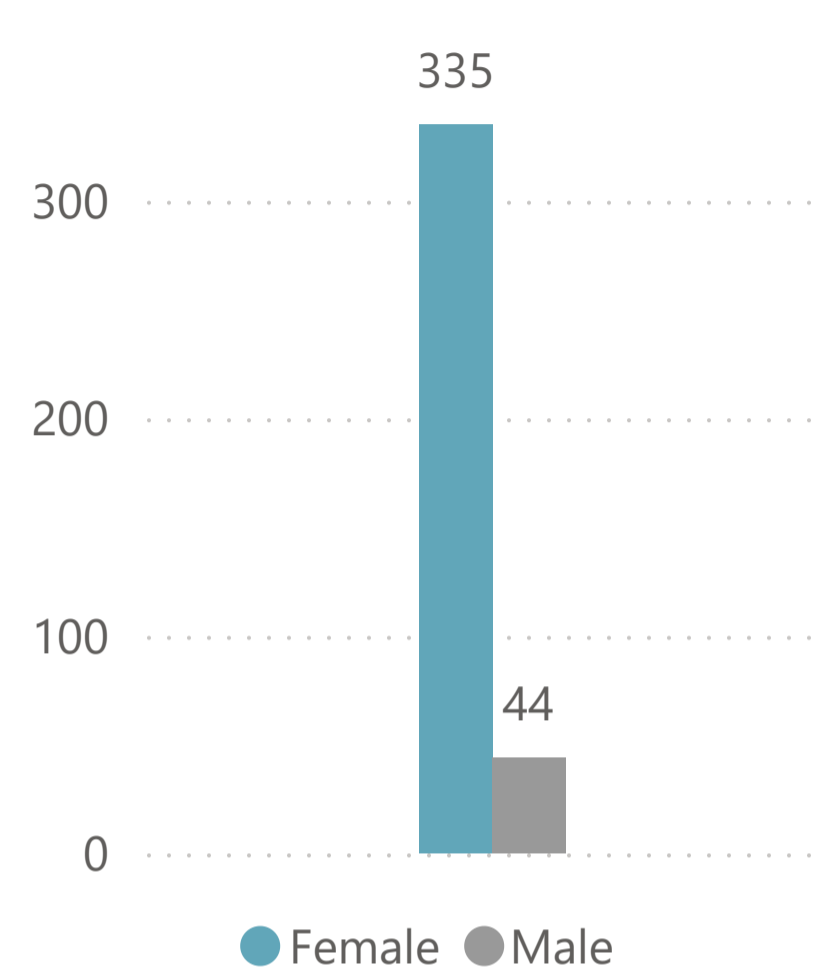
Oak
Academy

Quartiles	Females%InQuarter	Male%InQuarter
Quartile 1 Lower	93.68%	6.32%
Quartile 2 Lower Middle	93.62%	6.38%
Quartile 3 Upper Middle	89.47%	10.53%
Quartile 4 Upper	76.84%	23.16%

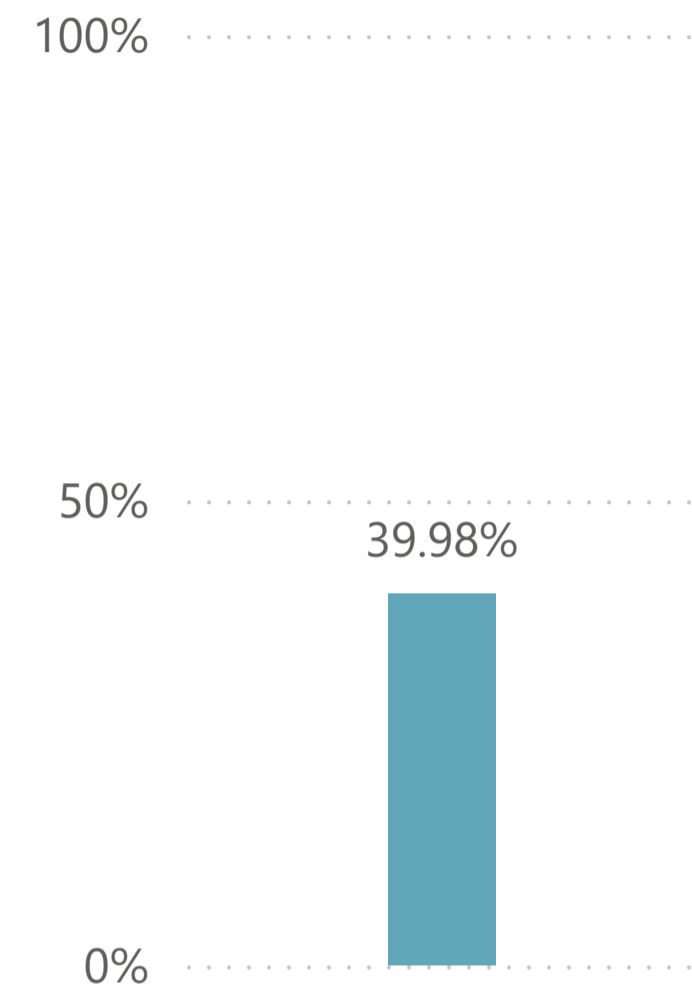
Gender Pay Gap 2024



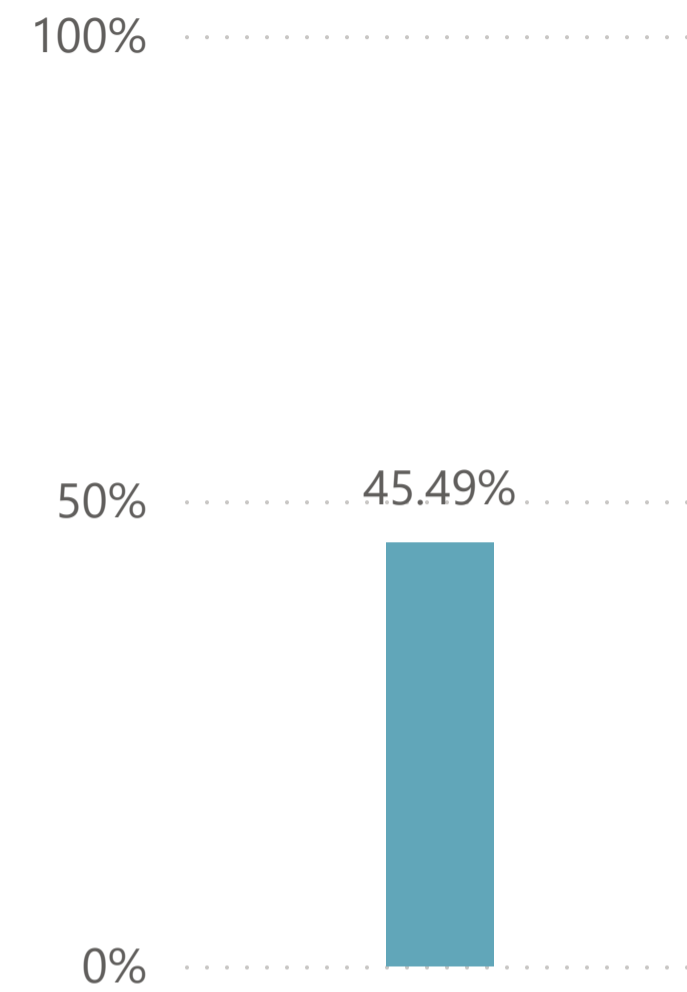
Male/Female Count 2024



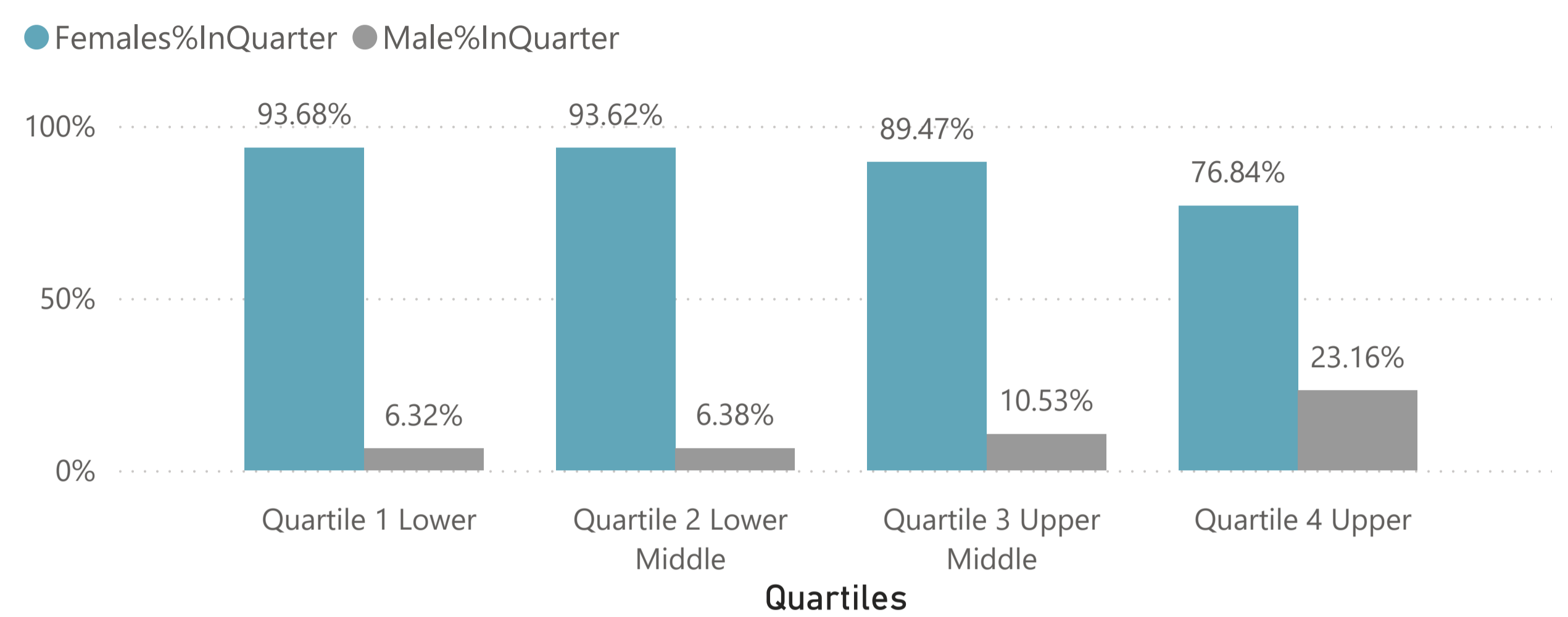
Mean%Diff 2024



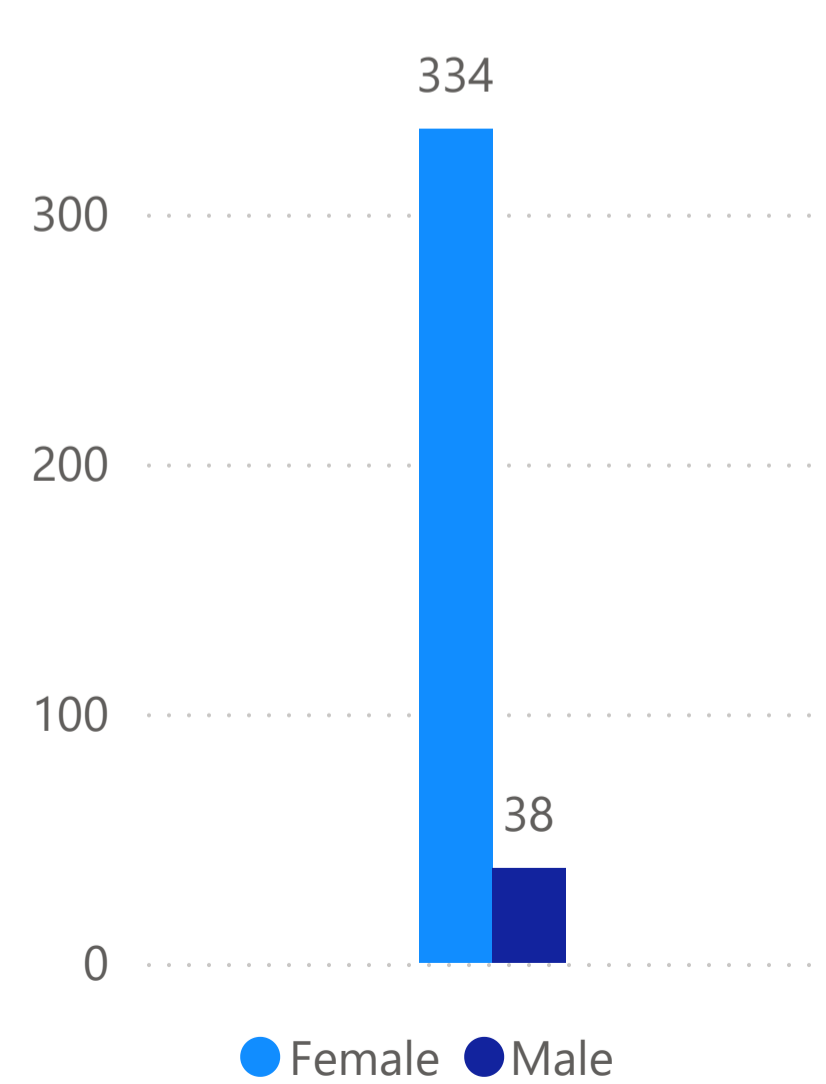
Median%Diff 2024



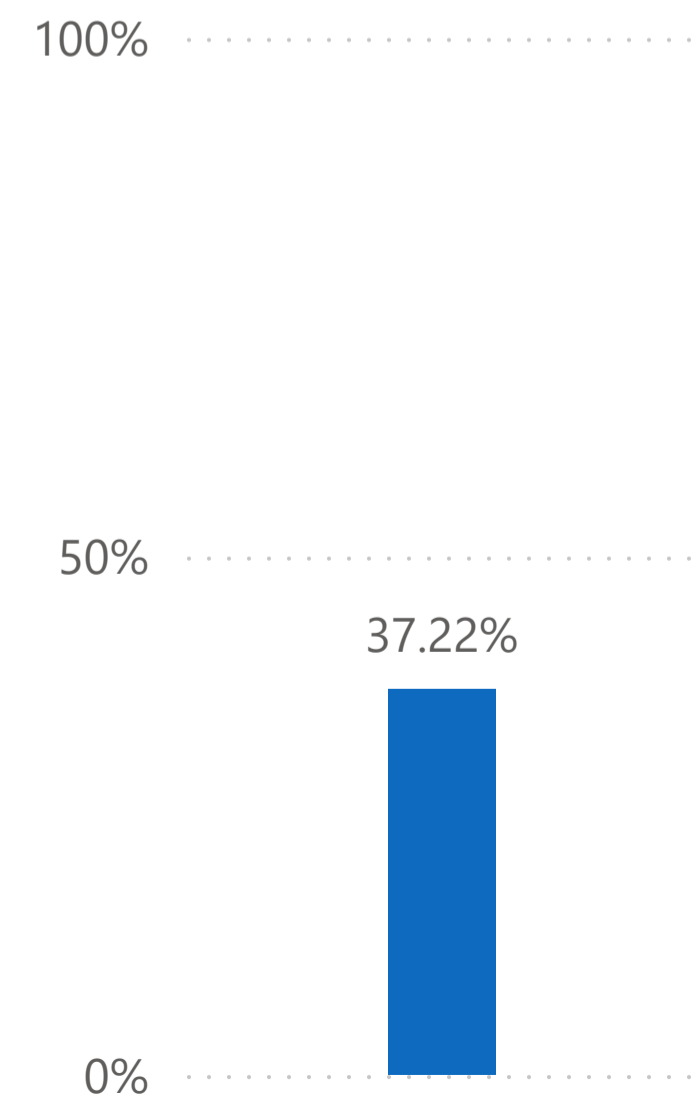
Quartiles 2024



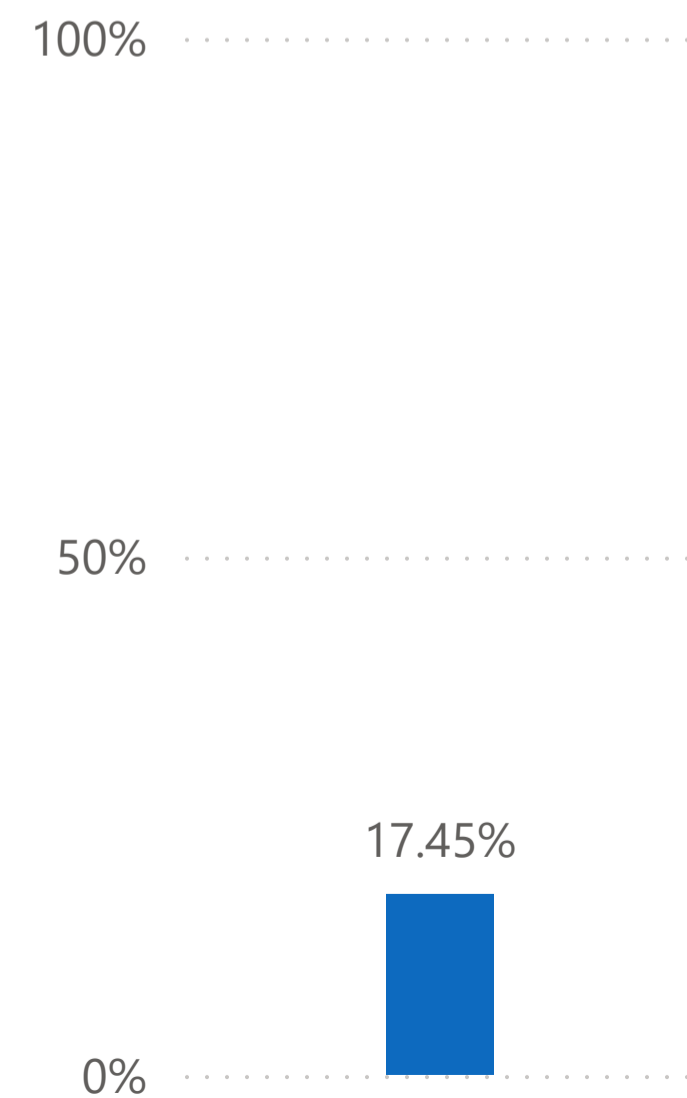
Male/Female Count 2023



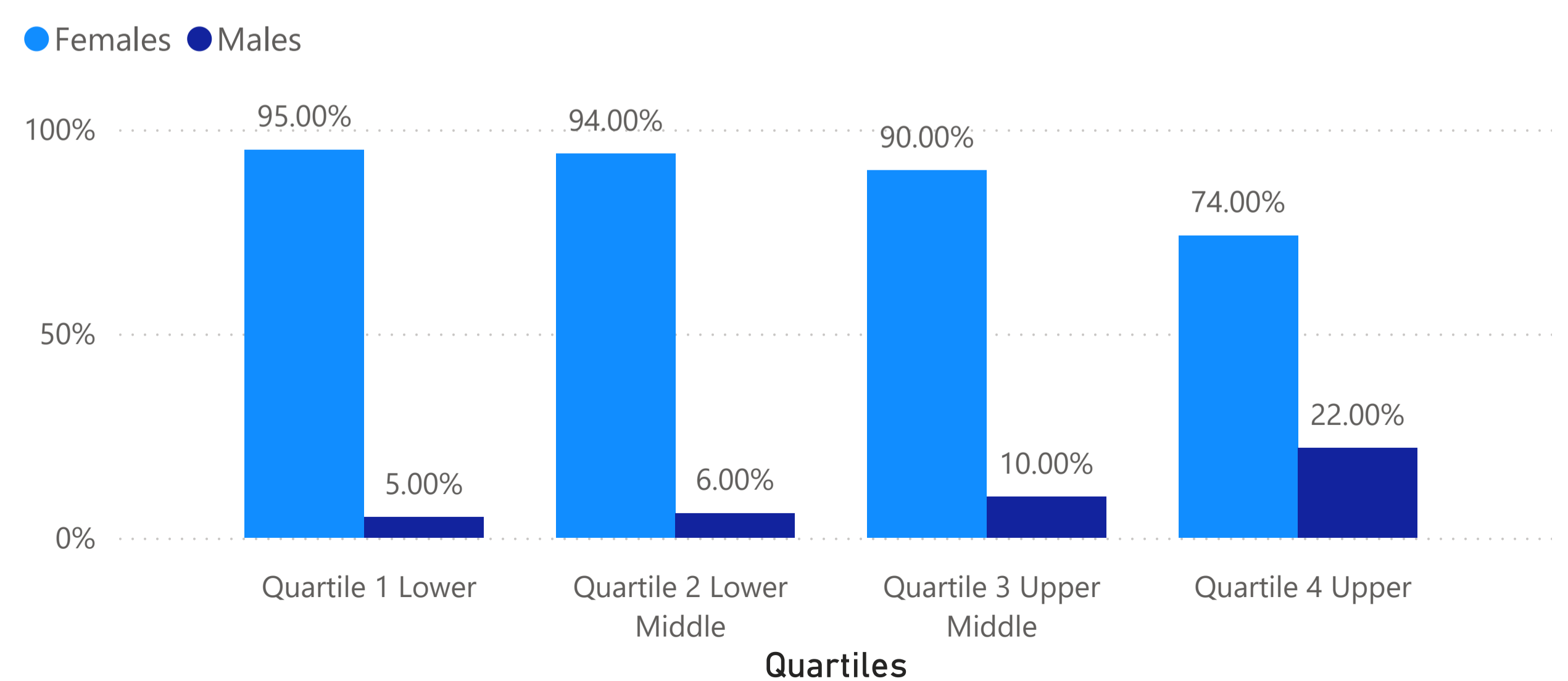
Mean 2023



Median 2023



Quartiles 2023



Gender Pay Gap 2024



Mean	Median	Female Count	Male Count	Organisation	Year
29.62%	9.43%	363	56	Oak	2021
37.99%	26.12%	296	40	Oak	2022
37.22%	17.45%	334	38	Oak	2023

Quartiles Yr Mth	Quartile 1 Lower		Quartile 2 Lower Middle		Quartile 3 Upper Middle		Quartile 4 Upper	
	%Females	%Males	%Females	%Males	%Females	%Males	%Females	%Males
01/03/2023	95.00%	5.00%	94.00%	6.00%	90.00%	10.00%	74.00%	22.00%