



## Gender Pay Gap Report- March 2025

### Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Oak Partnership (TOP) is able to present the following calculations in respect of the gender pay gap.

We are required to publish the results on our own website and on the gender pay gap website:

<https://gender-pay-gap.service.gov.uk/>

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not to be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing the same or broadly similar work of the same value, based on their gender. We take equal pay seriously and we are confident that the required steps are taken in order to ensure that staff are paid fairly in accordance with their job roles.

The Oak Partnership Trust is a primary and special school multi-academy trust of six schools operating within Somerset.

### Data

The following tables provide the data for The Oak Partnership on a **snapshot date of 31<sup>st</sup> March 2025**.

This data is based on a head count of 431 employees: 47 male and 384 female.

### Mean and Median Hourly Pay Percentage

In this organisation:

- women's median hourly pay was 39.5% lower than men's – this means they earned 61p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 36.2% lower than men's

### The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay, or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

### The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

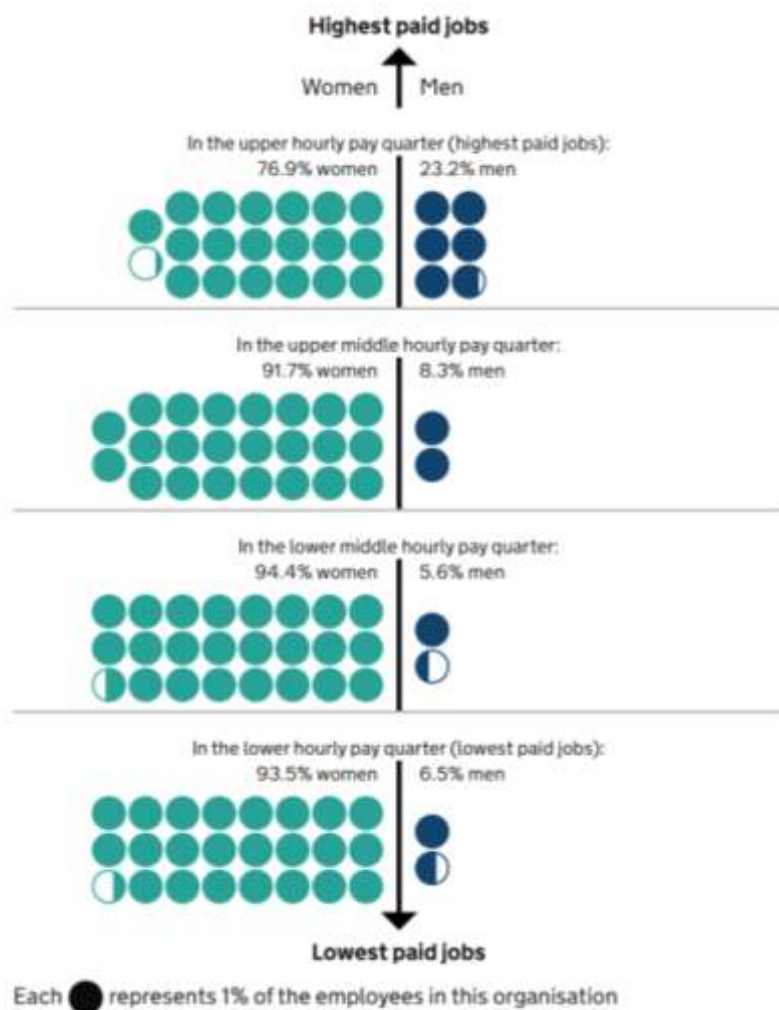
A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure.

### Pay quarters

In this organisation, women made up:

- 76.9% of employees in the upper hourly pay quarter (highest paid jobs)
- 91.7% of employees in the upper middle hourly pay quarter
- 94.4% of employees in the lower middle hourly pay quarter
- 93.5% of employees in the lower hourly pay quarter (lowest paid jobs)



Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

### Comparison Overtime

| Year | Male Count | Female Count | Mean   | Median |
|------|------------|--------------|--------|--------|
| 2023 | 38         | 334          | 37.22% | 17.45  |
| 2024 | 44         | 335          | 39.98% | 45.49% |
| 2025 | 47         | 384          | 36.19% | 39.48% |

| Year | Lower- Quartile 1 |       | Lower Middle- Q2 |       | Upper Middle- Q3 |       | Upper – Quartile 4 |       |
|------|-------------------|-------|------------------|-------|------------------|-------|--------------------|-------|
|      | Females           | Males | Females          | Males | Females          | Males | Females            | Males |
| 2023 | 95%               | 5%    | 94%              | 6%    | 90%              | 10%   | 74%                | 22%   |
| 2024 | 94%               | 6%    | 94%              | 6%    | 89%              | 10%   | 77%                | 23%   |
| 2025 | 94%               | 6%    | 94%              | 6%    | 92%              | 8%    | 77%                | 23%   |

## Findings

- Oak employs a much higher percentage of women than men, which is evident in both the mean and median figures and the general ratio above, and is reflective of the primary education sector as a whole.
- Nationally across the UK economy as a whole, it is recognised that men are more likely to fill more senior roles, and women more likely to fill support roles, often in a part time capacity.
- Oak’s gender pay gap median calculation reduced to a 3 year low to 36.19%.
- There has been a slight increase in the number of female employees in the upper middle pay quartile in the last year. The other quartiles have remained in line with 2024.
- Within the lower pay quartiles were female and in roles such as; lunchtime supervisors, administrative roles and classroom support e.g., learning support assistants. Amongst support staff, the majority of contracts are part-time and term-time only in nature. These roles, in comparison with full-time jobs, have lower hourly median pay. This is reflective of the general trends within primary education and is in line with the UK national picture.
- Within the upper pay quartile, it is positively noted that the majority of staff are also female. This tells us that although a greater proportion of women in our organisation are employed within the lower pay quartiles, a substantial number of women also occupy roles within the upper pay quartiles.
- Additionally, there has been an increase in the number of females occupying the most senior positions in the organisation e.g. headteachers, assistant heads and Chief Finance Officer.
- We continue to encourage staff and managers to adopt flexible ways of working, to not only support the wellbeing and work life balance of staff but to ensure all employees (irrespective of gender) are able to continue to progress in their careers within our organisation.
- The pay scales for both teachers and support staff are in line with national recommendations and are applied in line with role and grade requirements, irrespective of gender.
- Last year, we have also introduced a robust process for identifying and developing potential future leaders which will form part of our annual talent and succession planning review. We hope that this will continue to encourage more women into senior leadership roles both in schools and on the central team.
- According to the Office for National Statistics, the national (not education specific) gender pay gap among all employees, decreased to 13.1% in April 2024, down from 14.2% in April 2023- data for April 2025 is not yet available. It is very hard to find an average for educational Trusts of a similar size but we can be compared to any educational establishment: <https://gender-pay-gap.service.gov.uk/>

Here is a snapshot of educational employers with a similar number of employees from across the UK.

| Employer Name                                    | Employees  | Gender Pay Gap-Mean % | Gender Pay Gap-Median % | Women in lowest Q | Women in lower middle Q | Women in upper middle Q | Women in upper Q |
|--|------------|-----------------------|-------------------------|-------------------|-------------------------|-------------------------|------------------|
| AGORA LEARNING PARTNERSHIP                       | 250 to 499 | 18                    | 38.4                    | 94                | 96                      | 91                      | 87               |
| BEACON EDUCATION MAT LTD                         | 250 to 499 | 20.18                 | 8.83                    | 88.1              | 91.67                   | 88.1                    | 78.82            |
| BRAMPTON MANOR TRUST                             | 250 to 499 | 22.54                 | 17.13                   | 87.3              | 61.39                   | 59.8                    | 52               |
| BRIDGE MULTI-ACADEMY TRUST                       | 250 to 499 | 38.1                  | 59.8                    | 95.71             | 94.2                    | 83.82                   | 76.47            |
| CAMBRIAN LEARNING TRUST                          | 250 to 499 | 23                    | 50                      | 95                | 86                      | 79                      | 78               |
| GREATER MANCHESTER ACADEMIES TRUST               | 250 to 499 | 13.97                 | 23.02                   | 86.96             | 71.83                   | 64.79                   | 71.83            |
| NEW VISION TRUST                                 | 250 to 499 | 31.52                 | 52.67                   | 98.36             | 99.18                   | 86.89                   | 84.43            |
| RAYLEIGH SCHOOLS TRUST                           | 250 to 499 | 34.6                  | 59.5                    | 95.5              | 92.6                    | 73.5                    | 69.1             |
| SOUTH EAST CORNWALL MULTI ACADEMY REGIONAL TRUST | 250 to 499 | 22.4                  | 46.1                    | 85.71             | 82.57                   | 60.83                   | 59.34            |

## Conclusion

The Oak Partnership are committed to equal opportunities and equal treatment for all employees, 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 employees equally for the same or equivalent work, regardless of their gender (or anything else listed above).

All roles fall under specific pay grades and scales to ensure fairness and equity.

Based on the above data, The Oak Partnership is confident that the differences in pay are not as a result of paying men and women differently for the same or equivalent work:

The differences in pay are most likely due to:

- the structure and make-up of the organisation
- the roles to which men and women are attracted
- the salaries associated with these roles (in particular part-time roles)
- the impact of women having breaks from their work that have affected their career progression, to have have/bring up children.

## Action Planning:

The Oak Partnership recognises that gender pay gap is a part of an ongoing commitment to the active promotion of equality and diversity within the education-based workforce, and that we can do more to reduce our gender pay gap, and as such has noted the follow actions to build into our strategic actions plan:

Action 1 = Embed the introduced process for identifying and developing potential future leaders in all settings which will form part of our annual talent and succession planning review. We hope that this will continue to encourage more women into senior leadership roles both in schools and on the central team.

Action 2= Monitor and report on gender imbalance at the recruitment stage. Use this data to review advertising and target audiences.

Action 3= Support, where possible, flexible working for senior posts within the organisation.

Action 4= Invest in leadership development programmes which aim to teach qualities including management skills and self-confidence.