



OCL 2020 GENDER PAY GAP REPORT

September 2021



Oasis Community Learning

Gender Pay Gap report

OCL have been in existence for over ten years and are part of the global Oasis family. The vision and purpose of Oasis is based upon inclusion. We value and celebrate diversity and the unique contribution that our individual students, staff, volunteers and members of our communities make. The Oasis vision is for community - a place where everyone is included, making a contribution and reaching their God given potential. The framework to achieve this sits within our ethos and the five ethos statements below reflect this commitment:

- A passion to include everyone
- A desire to treat everyone equally, respecting differences
- A commitment to healthy and open relationships
- A deep sense of hope that things can change and be transformed
- A sense of perseverance to keep going for the long haul

This is highly relevant to gender pay gap reporting as we are committed to working on where there are inequalities and potential barriers to equality and we have the vision and commitment to address these in the short, medium and long term to the benefit of all our people. We have a mission for 'Exceptional Education in the Heart of Community' which is based on removing barriers that have been imposed by a range of external factors such as poverty and hardship for our families.

As part of this mission, we want our students and communities to be part of an organisation that believes everyone is of equal value and that everyone has the same right to excel irrespective of gender, race, disability or any other equality characteristic. We recognise, and are addressing, our gender pay gap in our staff group in order to bring about a fairer more equitable workplace for our staff and thus in the end a fairer society in which our students grow up and play their part. We also recognise that managing the immediate impact of Covid 19 on both our staff and students has delayed a number of ambitious programmes that we had hoped to be further along with by now.

2020 Return

Please find our 2020 data below:

Difference in mean hourly pay

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap. % Difference male to female	-18.5%	-23.5%

Difference in mean bonus pay NA

	Difference in mean bonus pay	Difference in the median bonus pay
Pay gap. % Difference male to female	NA	NA

The proportion of male and female receiving a bonus

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	NA
Female employees (% paid a bonus compared to all female employees)	NA

The proportion of male and female employees according to quartile pay bands

	Male (% males to all employees in each quartile)	Female (% females to all employees in each quartile)
Quartile 1 (Lower)	14.55%	85.45%
Quartile 2 (Lower Middle)	20.24%	79.76%
Quartile 3 (Upper Middle)	26.29%	73.71%
Quartile 4 (Upper)	32.84%	67.16%

I can confirm that the information published here is accurate.

A handwritten signature in black ink, appearing to read "John Murphy".

John Murphy, CEO Oasis Community Learning – 4th October 2021

Supporting Statement

At an overall level and, as explained in the main report, OCL's ethos, mission and strategy are designed to include everyone, to practice equality and to enable and empower all our people to reach their potential. We believe that our gender pay gap data does not reflect the commitment to equality that OCL espouses but we remain fully committed organisationally and ethically to closing the gap. To this end, we are addressing this in a range of ways as follows:

1. **In terms of structure** OCL established a cross organisation Equality Diversity and Inclusion (EDI) steering group, the objectives of which are as follows
 - Promoting equality, diversity and Inclusion in all we do
 - Designing and facilitating training for staff, volunteers and students
 - Understanding Oasis – identifying, monitoring and addressing differentiated patterns across the protected characteristics in the recruitment, progression and achievement of our staff, volunteers and students.
 - Promoting and embedding inclusive learning, teaching and language.
 - Embedding good equality, diversity and inclusion practice into our daily activities and decision making processes.

In order to ensure that there is local commitment to equality, diversity and inclusion, OCL has also appointed local diversity champions in its academies who link with the national EDI committee. From the EDI steering group we have also established a number of active staff forums including Women in Leadership, Anti-Racism and more recently LGBTQ+

2. In terms of our employment mechanisms

2.1 OCL is progressing an ambitious programme entitled the 'Organisational Framework Project' which is seeking to make its pay and grading systems and structures more consistent and transparent and by doing so providing us with opportunities to investigate where our employment practices may be causing us to maintain the pay gap. This is being undertaken in consultation with OCL's recognised unions. We are already consulting on a number of revised staffing policies including Equality Diversity and Inclusion, Family Leave and the Job Evaluation policies to name but a few.

2.2 Pay and Grading For almost a decade OCL has used both the GLPC and LGA job evaluation schemes to evaluate its 'non-teaching' roles. As part of the above programme OCL is currently in the final stages of consulting with the support staff unions on a formal Job Evaluation Policy & Procedure which will require all evaluated roles to be ultimately signed off internally by our National Pay Committee. This will be accompanied by the development of a jobs family. Both of these initiatives will increase our ability to understand where the pay gaps are and to take responsibility for addressing them. We have also committed to increasing our pay protection for support staff from 6 months to 18 months.

2.3 Performance Related Pay (PRP) Some research suggests that PRP can also negatively impact the gender pay gap. Performance related pay is though enshrined in School Teachers Pay and Conditions. In consultation with the recognised unions, OCL has paused PRP for the last two academic cycles and will do so for 21/22 as well. We have also communicated our long term aim to staff & unions that we intend to permanently decouple pay from performance as we look to revolutionise the way that we develop our staff so that they truly flourish.

2.4 Recruitment After much trial and error we will be implementing an ATS (tracking system) which will make it easier for us to review the profile of our applicants including gender and determine the number of females shortlisted, interviewed and appointed. We also aim to 'anonymise' applications through this new system. It is also our established policy to ensure that Panels are as diverse as reasonably possible.

In terms of health

3.1 OCL recognises that maintaining a healthy workforce is crucial for a variety of different reasons, one of which being to keep staff in work so that they can thrive and develop in their roles. We have also publicly committed to the Education Staff Well Being Charter:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/984134/Education_staff_wellbeing_charter_2021.pdf. We also offer all our staff and the people they live with access to a free telephone counselling service.

3.2 Sick Pay, Occupational Health, Simply Health and all staff wellbeing communications Unlike a number of other Multi Academy Trusts, OCL already voluntarily follows national terms and conditions when it comes to sick pay and is in the process of reviewing its absence policy & procedure to see where we can improve further. OCL continues to strengthen its relationship with our Occupational Health provider, Maitland Medical, with a view to driving a proactive wellbeing strategy, in addition to rolling out our Health Cashback Scheme pilot further. OCL also recently launched a wellbeing pulse survey and continues to promote Regional Workload & Wellbeing Working Parties with the recognised unions.

3. In terms of actual wage levels and working arrangements

4.1 Living wage OCL has been an accredited Living Wage employer for many years, which not only benefits our own directly employed workforce but those of its contractors too who are also required to pay it.

4.2 Flexible working Various organisations and pieces of research highlight the benefits of flexible working in terms of reducing the gender pay gap (for example see [Evidence-based actions for employers.pdf](#)) Drawing on our learnings from the Covid lockdown, OCL will be consulting on a new, progressive Flexible Working policy this year.

4.3 Term Time Pay-

Similar to a number of other employers in the education and care sectors OCL recently identified that the methodology that has been applied to calculate holiday pay for term time staff employed on OCL terms and conditions has resulted in them receiving less favourable holiday pay than their full time equivalent colleagues. This has meant that many of our term time only staff, the majority of which are female, have been underpaid in respect of holiday pay. OCL proactively negotiated and agreed a mechanism to correct this error for staff impacted with the support staff unions and are now in the final stages of completing this for any remaining staff affected by the end of December 2021.

4. In terms of training and development

4.1 Women in leadership We want to remove barriers at all levels to enable women to progress in employment, including into senior leadership. We are actively working on the strategy of retention by focusing on internal recruitment and promotion on the basis that we believe that we can encourage women to stay in employment with OCL. We will be consulting further on this with both our National Union JNCC and Staff Network Group in due course.