



OCL 2018 GENDER PAY GAP REPORT

29/03/2019

Gender Pay Gap

Oasis Community Learning (OCL) 2018 gender pay gap report

OCL have been in existence for 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 both recognise 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' a vision based on removing barriers that have been imposed by a range of external factors such as deprivation and poverty.

As part of this mission, we want our students, our staff, and our 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 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, providing the platform from which our students may define us and potentially define themselves and their life chances and potential careers.

2018 Return

Please find our 2018 data below:

1. *Difference in mean and median hourly rates of pay*

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap. % Difference female to male	-21.24%	-21.70%

2. *Difference in mean and median bonus pay**

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

3. *Proportion of male and female employees who were paid bonus pay**

	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

4. *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)	14.14%	85.86%
Quartile 2 (Lower Middle)	19.75%	80.25%
Quartile 3 (Upper Middle)	25.36%	74.64%
Quartile 4 (Upper)	33.97%	66.03%

* Oasis Community Learning did not pay any bonuses in the reference period.

Supporting Statement

I can confirm that the information published here is accurate.



John Murphy, CEO Oasis Community Learning
29th March 2019

Further Information

Our people are made up of 77% women and 23% men, a very small change from 2018. Within this context, there is a gender pay gap bias towards men against the key indicators. The statistics also show that, within the wider context of a predominantly female workforce, there are many more women in the lower paid quartiles than men. Additionally, at our most senior levels (in the highest pay quartile) OCL does not currently represent the make-up of our people. In order to address this, OCL is continuing to take a multi-faceted approach.

What are we doing to address the Gender Pay Gap?

OCL has an Equality, Diversity and Inclusion Steering Group and agreed Equality Objectives. Our ethos, mission and strategy is to include everyone and to exist to enable and empower all our people to reach their potential. We believe that the gender pay gap that currently exists in our organisation does not reflect the commitment to equality that OCL espouses but we remain fully committed organisationally and ethically to closing the gap.

We want to remove barriers at all levels to enable women to progress in employment, including into senior leadership. To this end, we are committed to two key strategies. First is one 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. During the last year, for example, sixty-eight women went through National Professional Qualifications for middle and senior leadership and headship by comparison to twenty-one men and this coming year there are eleven women on the NPQ programme for Head Teachers by comparison to three men.

Our other strategy is around attracting women to come and work for OCL by being an employer that recognises the need to be flexible in the workplace, offering different means by which to manage a job and the requirements of everyday life. It is our hope that by continuing to explore what new work arrangements we can offer, we can become a more thoughtful and inclusive workplace that is attractive to all, and especially women.

Actions taken before and during in 2018/19

The following points represent action taken in the last year to improve our overall commitment to inclusion and equality across our organisation.

1. Recruitment practice

- i) OCL now anonymises all recruitment forms when forwarding to recruitment panels and ensures that there is a gender balance on all panels.
- ii) OCL uses a standard structured approach to all interviews for recruitment and promotions. This means that we ask exactly the same questions of all candidates in a predetermined order and format and then grade the responses using pre-specified, standardised criteria, thus making the responses comparable and reducing the impact of unconscious bias.
- iii) Rather than relying only on interviews as a method of selecting candidates, OCL asks candidates to perform tasks they would be expected to perform in the role they are applying for. This enables the panel to see all candidates in action rather than depending on candidates to promote their skills through an interview which is recognised as a barrier for some women on the basis that some women can be less likely to self-promote.

- iv) As part of our recruitment policy, OCL is committed to recruiting returners i.e. those who have taken an extended career break for caring or other reasons and who are either not currently employed or are working in roles for which they are over-qualified.

2. Pay policy

- i) OCL has a national pay committee at which all senior pay and terms are considered in order to ensure that there is transparency and fairness in promotion, pay and reward processes.
- ii) OCL has a policy of showing salary ranges that includes pay scales for all, as research demonstrates that women can sometimes be less likely to negotiate their pay,

3. Training

- i) Implemented specific training to make staff aware of potentially harmful unconscious biases, and to reduce the impact of this issue.

4. Structure

- i) OCL has a cross organisation Equality Diversity and Inclusion (EDI) committee and a portal available to all staff on which there are many resources for use both by managers and by teachers for class room purposes.
- ii) In order to ensure that there is local commitment to equality, diversity and inclusion, OCL has appointed local diversity champions in its academies who link with the national EDI committee.

In the coming year OCL will:

In response to the sector wide findings on the lack of flexible working options, OCL will:

- i) Explore how we can offer more flexible working options to all employees, in all roles.
- ii) Set up networks for women new to leadership/management.
- iii) Consider a tailored OCL welcome induction programme for people who have been out of work due to career breaks, for example when having a family.
- iv) Set up mentoring and coaching programmes for women new to leadership and for those who wish to progress.
- v) Encourage the uptake of Shared Parental Leave. We will aim to inform future fathers that it's their legal right to request Shared Parental Leave and seek to provide future parents guidance and personal support to understand the scheme. We aim to share and promote examples of senior leaders who have taken Shared Parental Leave.