

Gender Pay Gap

OCL 2017 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 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 characteristic. To this end we have a moral imperative to ensure we are recognising and 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.

Oasis Community Learning 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/Viewing/search-results>, where the results from other organisations can also be viewed.

We can use these results to assess the levels of gender equality in Oasis Community Learning, in relation to the pay balance of male and female employees at different levels.

It is the first time we have been required to publish this information. We expect to be asked to do this every year, so we will be able to see trends emerging.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2017. We have done this by using our existing payroll records. We have followed the approach to reporting set out in government guidance at <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather> and <https://www.gov.uk/guidance/gender-pay-gap-reporting-what-employers-must-publish>.

We believe that men and women are paid equally for doing equivalent jobs across Oasis Community Learning. We use pay scales based on the School Teachers Pay & Conditions Document, for leadership we use the OCL leadership pay determination policy and for support staff each academy we use the Greater London Provincial Councils job evaluation scheme which has been subject of consultation with the Equal Opportunities Commission. We follow LGA annual cost of living uplifts. Due to TUPE we have remained using LA or locally agreed pay scales for academies. We are also an accredited Living Wage Employer.

However, it is clear from the quartile information below that we employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and substantially fewer men in the lowest paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

Pay & bonus gap

Oasis Community Learning did not pay any bonuses in the reference period. On the snapshot date 31st March 2017 there were 2854 full-pay relevant employees, of which 25% were men and 75% were women.

The women's hourly rate was:

18.50% lower (mean) than men	17.35% lower (median) than men
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Pay quartiles

How many men & women are in each quarter of Oasis Community Learning's payroll?

	Women	Men
Top quartile	65.03%	34.97%
Upper middle quartile	73.25%	26.75%
Lower middle quartile	76.89%	23.11%
Lower quartile	83.05%	16.95%

The workforce of OCL is made up of 75% women and 25% men. 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 the significantly higher female workforce, there are many more women in the lower paid quartiles than men. The difference between men and women becomes closer in the highest pay quartile, despite the balance of women to men in the workforce. OCL have 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. To that end we are fully committed organisationally and ethically to closing the gender pay gap.

Data provided by the National Education Union highlights that, in secondary schools, 36% of teachers are men, yet 62% of head teachers are men and this is reflected in the gender pay figures for OCL. Within this sector context we have noted that there appear to be barriers for women moving into top leadership roles and we believe there are likely to be a number of causes for that. We are committed to identifying and addressing these issues with a number of actions which we will review on a quarterly basis to assess their impact and adjust where necessary.

Identified actions to address the OCL Gender Pay Gap

A number of measures have been identified in response to the gender pay gap report in terms of how we can address it. These include but are not restricted to,

- Anonymised recruitment forms (no name) and ensure panels are diverse
- In response to the sector wide findings on the lack of flexible working options , OCL will consider how we might be able to offer more flexible working options at all levels and in all professions. – this could include a pilot scheme where a small group of identified academies trial a number of flexible options for roles at all levels.
- Consider a tailored OCL welcome induction programme for people who have been out of work due to caring responsibilities.
- Talent programmes targeted at women progressing in their career. The first of these would be targeting women in middle leadership positions who aspire to senior leadership roles.
- Networks set up for women new to leadership/management.
- Gender balance on recruitment panels and unconscious bias training for recruitment panels.
- Review and amendment of People Directorate forms and policies to ensure that they do not prejudice women. e.g. application, performance management, application for continued professional development, etc.
- Mentoring and coaching programmes for women new to leadership and for those who wish to progress.