



OCL 2022 GENDER PAY GAP REPORT

March 2023



Oasis Community Learning

Gender Pay Gap Report

Oasis Community Learning (OCL) is a proud part of the Oasis group of charities. 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. Everything within OCL is framed by our ethos. Our ethos is rooted in what we believe and who we are, and it is a set of values that inform and provide the lens on everything we do:

- 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 relevant to gender pay gap reporting as we are committed to addressing and challenging inequalities and potential barriers to equality, progression, and development. We have the vision and commitment to address these in the short, medium, and long term – to keep going for the long haul to the benefit of all our people.

We also share a mission for 'Exceptional Education in the Heart of Community' which is based on removing barriers. We want our students and communities to be part of an organisation that believes everyone is of equal value, and where we all have the same right to excel irrespective of gender, race, disability, or any other protected characteristic.

We recognise our gender pay gap and are working to create a fairer workplace for our staff and ultimately a fairer society for our young people.

2022 Return

Difference in mean hourly pay

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap. % Difference male to female	-20.3%	-28.0%

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)	12.69%	87.31%
Quartile 2 (Lower Middle)	19.20%	80.80%
Quartile 3 (Upper Middle)	27.60%	72.40%
Quartile 4 (Upper)	33.30%	66.70%

*Overall split by male and female employees- 23.2% male, 76.8% female

I can confirm that the information published here is accurate.

John Murphy, CEO Oasis Community Learning
Date: 30th March 2023



Supporting Statement

OCL's ethos, mission and strategy enshrine our commitment to inclusion, to practice equality and to enable and empower everyone to reach their potential. Our gender pay gap report reflects that we have not yet achieved the equality and inclusivity that we advocate, but we are dedicated to closing and then eliminating the gap.

The predominant reason for our gender pay gap is the disproportionate amount of women in the lower quartile and a disproportionate amount of men in the upper quartile.

Looking ahead we wish to learn from the experience of other employers and current research, and believe that by completing last year's commitments and by embarking on this year's which are outlined below we will achieve greater equity in treatment and experience of both our female and male staff, and in time address the existing imbalance.

Last year's commitments

In last year's Gender Pay Gap Report we committed to a number of ambitious commitments ([OCL 2021 Gender Pay Gap Report](#)). We have made fair to good progress on most of our commitments.

We have established our **Equality Diversity and Inclusion (EDI) steering group** that meets on a 3-weekly basis and includes a wide range of stakeholders including the CEO, COO, Directors, members of the People Directorate (HR) and our paid diversity champions. Some of our diversity champions lead EDI staff network groups which highlight opportunities and champion change on issues such as Anti-Racism and LGBTQ+ within OCL and the wider education sector. **We have recently appointed a Gender Equality champion.**

The Steering Group is proactive in delivering a strategy to make our organisation as inclusive as it can be, and the staff network programme is seen as a model of best practice for the sector. In addition to this we run or are establishing a number of EDI based training programs.

As part of our **Organisational Framework Project** we are bringing forward a range of policies including Family Leave, Flexible Working and Menopause. Last year we launched policies on Job Evaluation, Managing Health Related Absence, and Professional Development (that decoupled pay and performance). These progressive policies are helping to lay the framework for greater inclusion by removing any real or perceived barriers to progression.

Our collectively agreed Term Time Only settlement is complete, and over a thousand eligible staff and former employees have had their pay rectified. We have also launched our new Speak Up Let's Listen 'whistleblowing' system and hotline so if any staff have concerns they can report them easily if preferred anonymously. We continue to be an Accredited Living Wage employer and we broadly follow nationally agreed terms and conditions of service that are devised jointly by Government agencies/departments and recognised Trade Unions.

Covid has reportedly disproportionately impacted women. Our **health and wellbeing** commitments were praised, including the measures implemented such as our stance on face coverings, sick pay, vaccinations, and testing.

Our Health and Safety Committees meet regularly, and staff can access our wellbeing pulse survey and virtual wellbeing clinics in addition to the support supplied provided by our Occupational Health provider. Our Regional Wellbeing and Workload Parties meet regularly with the recognised trade unions.

In terms of our previous **mentoring commitments** to women in leadership, we have recruited external **coaches** for all our Directors, Heads of Services and Principals. Our internal Lead On leadership course is open to all and we are exploring how to make it more accessible. We have begun **a new mentoring programme** designed to increase diversity in senior leadership positions.

Collectively our mentoring commitments will offer support to women in the upper pay ranges and act as a conduit for others to make the step into leadership. We are committed to increasing the visibility of women in leadership and to identify the challenges that they may face.

This year's commitments

We recognise there is more to be done to advance the above projects, and that we are committed to further new initiatives. Our commitments to be achieved by the end of this calendar year are:

1. Policy and Pay Commitment

Subject to collective bargaining with our recognised Trade Unions and consultation with our EDI staff network groups, we will launch the following policies with various training packages. These are largely focused on inclusion, wellbeing, and work-life balance:

- Flexible Working policy
- Family and General Leave policy
- People Statement of Intent
- Equality, Diversity and Inclusion policy
- Menopause policy

We will also be drafting new pay policies for our Teachers, Leaders and Support staff and new frameworks for the payment of allowances. Our National People Committee (formerly our National Pay Committee) will be more active within the governance of our job evaluation process, and we will introduce new checks and balances in our pay decisions at a local level through new Regional Pay Committees that EDI staff network leads will participate in.

2. Recruitment and Progression

We continue to monitor equal opportunities to ensure we act where imbalances occur. We will provide training on job evaluation, writing job descriptions and job advertisements, positive action, and advise where to advertise to address areas of under representation. We will begin to develop transparent career progression frameworks.

3. Understanding Oasis Community Learning (Data informed decision making)

Our People Data role will continue to use staffing metrics data to make decisions that actively reduces bias or prejudice, and appropriate data will be shared in tailored formats with stakeholders including our recognised trade unions, staff network groups, Board Level People Committee, staff, and future staff.

4. Health

We are pleased to have launched a Health Cash Plan Scheme that is available to all our staff, and we are piloting Mental Health First Aid training with an ambition to have at least one person trained in every academy and Services Team.

We have chosen a specialist provider to help us roll out menopause awareness training to all our staff.

5. Flexible working

Our new Flexible Working Policy will launch with an accompanying training program. This is a priority as women aged 30-39 are leaving the teaching profession in high numbers and flexible working helps to retain talent and decrease the gender pay gap.

6. Launch the Oasis wide Gender Network

We have appointed a Gender Equality Network Lead who will lead on developing the network which will give voice to all our staff. The network will focus on the Gender Pay Gap, to listen to the views of staff and then to make recommendations for action.