



## **OCL 2023 GENDER PAY GAP REPORT**

**March 2024**





## Oasis Community Learning

### Gender Pay Gap Report

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#### Introduction

This report sets out the Gender Pay Gap for Oasis Community Learning (OCL), explaining the causes of the gap and the actions we are taking to address it.

Oasis Community Learning 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 recognise our gender pay gap and view it with concern. We value the data arising from this report and the insights gained from it and the need to challenge ourselves to create a fairer workplace for our staff and ultimately a fairer society for our young people.

#### What is the gender pay gap?

Gender pay is not the same as equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing the same, similar or equivalent work must be paid the same. We are confident that we pay men and women the same for carrying out the same roles.

Typically, the gender pay gap exists due to a diversity issue, where the proportion of males and females differ at different pay scales, often a result of a greater proportion of males in more senior roles.



## Definitions

**Mean** - the mean is the average pay of all women's pay versus the average pay of all men's pay working at OCL.

**Median** - is if all women's salaries were to be put in order, the middle salary would be taken and compared to the middle men's salary. This statistic is included as it tends to be more representative of an average salary if there are more 'extreme values' i.e. a few really high or really low salaries.

This leads onto why the quartiles are included in the report...

**Quartiles** - refer to ordering pay for each colleague across OCL from lowest to highest, splitting into four equal-sized groups (quartiles), then calculating the percentage of males and females in each quartile which helps show in more detail where the gender gap lies.

## Our 2023 gender pay figures

The table below shows OCL's overall mean and median gender pay, based on hourly rates of pay. It also shows the gender makeup of the OCL workforce in each of the salary quartiles.

### 2023 Figures

#### *Difference in mean hourly pay*

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap. % Difference male to female	-17.2%	-22.9%

#### *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)	14.53%	85.47%
Quartile 2 (Lower Middle)	21.60%	78.40%
Quartile 3 (Upper Middle)	27.22%	72.78%
Quartile 4 (Upper)	34.38%	65.60%

\*Overall split of male and female employees - 24.5% male, 75.5% female.

### Understanding the gender pay gap

The majority of the gender pay gap can be explained by three major components:

- **Seniority of role** – in leadership positions there are proportionally less women than in non-leadership roles
- **Working pattern** – women are more likely to be working part time and part time roles are more common in the lower pay quartiles.
- **Type of role** – our workforce is predominantly female, but the proportion of women in support roles is higher than in teaching roles, and average salaries for teaching roles tend to be higher.

This year, overall OCL has seen a reduction in our mean pay gap of 3.1% (from 20.3% to 17.2%). The median hourly pay gap also closed by 5.1% from 28% to 22.9%. These figures compare favourably with the pay gap elsewhere in the education sector, and we are encouraged by the reductions, however we recognise there is still much more to be done to reduce our pay gap and support greater equality at work.

### Key actions we are taking to tackle the gender pay gap

The current gender pay gap does not reflect our commitment to equality and fairness. We recognise that societal and sector specific factors beyond the control of any one employer contribute to the gap and we will continue our work with other partners to address this imbalance. Within OCL last year we committed to a number of actions:

- **Policy and Pay Commitment** - we launched 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
  - Menopause policy
- **Recruitment and Progression** - we continued to monitor equal opportunities to ensure we act where imbalances occur. We provided training on job evaluation, writing job descriptions and job advertisements, positive action, and advised where to advertise to



address areas of under representation. We began to develop transparent career progression frameworks.

- **Understanding Oasis Community Learning (Data informed decision making)** - our People Data role continued and we used staffing metrics data to make decisions to actively reduce bias or prejudice, and shared appropriate data with stakeholders including our recognised trade unions, staff network groups, Board Level People Committee, staff, and future staff.
- **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 offered menopause awareness training to all our staff.
- **Flexible working** – we launched a new Flexible Working Policy 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.
- **Launch the Oasis wide Gender Equality Network-** we have appointed a Gender Equality Network Advocate who leads on developing the staff network which gives voice to all our staff. The network has focussed on the Gender Pay Gap, listening to the views of staff and has contributed to the redesign of this report. It has led on a wide range of initiatives to prioritise our focus and build our gender equality strategy into our organisational journey. These initiatives include:
  - World Menopause Day being celebrated across the Trust – with resource bank still available.
  - The submission of an Inclusivity award application which has been successfully shortlisted
  - The development of a range of training materials.
  - ‘HerStory – Inspiring and empowering the women of Oasis’ month planning (please see below).
  - Input into Oasis social media output, increasing gender equality awareness.
  - Blogs and Inside the Circle (staff wide communication) articles.
  - Oasis Family/Directors Meeting/Organisational briefing meeting updates to raise issues and profile.
  - Gender Pay Gap Report survey distributed and completed.

These initiatives will continue in the year ahead. In addition, we will be:

- Celebrating ‘HerStory – Inspiring the Women of Oasis Month’. This will be a month-long celebration designed to drive and inspire change and includes a wide range of activities and resources. It develops International Women’s Day on Friday 8<sup>th</sup> March 2024 to a month of celebrating, empowering women.
- Introducing a maternity/paternity coaching offer of 1:1 coaching sessions for staff returning from maternity/paternity leave supporting their transition back to work.
- Following great feedback from last year, we will be expanding our coaching offer with the addition of offering some Principals mentors.
- Continuing to grow and support the wide-ranging work of our Gender Equality Staff Network



**Declaration from John Barneby, CEO**

I can confirm that the information published here is accurate.

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

John Barneby, CEO Oasis Community Learning

Date: March 2024