



OCL 2024 GENDER PAY GAP REPORT

March 2025

Oasis Community Learning Gender Pay Gap Report

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 2024 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.

2024 Figures

Difference in mean hourly pay

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap. % Difference male to female	-16.9%	-23.0%

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

	Male (% males to all employees in each quartile)	Female (% females to all employees in each quartile)
Quartile 1 (Lower)	14.64%	85.36%
Quartile 2 (Lower Middle)	19.46%	80.54%
Quartile 3 (Upper Middle)	28.83%	71.17%
Quartile 4 (Upper)	35.31%	64.69%

n.b. The overall split of male and female employees is 24.6% male, 75.4% female.

Understanding the gender pay gap

This gap is primarily influenced by three factors: a higher proportion of men in the top (Q1) quartile (35.3% for men compared to an average of 24.6%), the salary disparity in that top quartile (women earn 3.0% less), and a significant overrepresentation of women in the lowest quartile (85.4% of that group are women).

This year, overall OCL has seen a reduction in our mean pay gap from 17.2% to 16.9%. We are encouraged by the reduction, 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

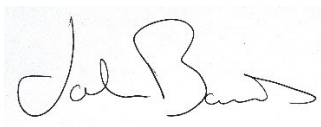
The current gender pay gap does not reflect our commitment to equality and fairness. We recognise that societal and sector specific factors beyond the control of any one employer contribute to the gap and we will continue our work with other partners to address this imbalance. Within OCL last year we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

- **Policy and Pay Commitment** - we regularly review our policies many of which are focused on inclusion, wellbeing, and work-life balance:
 - Flexible Working policy
 - Time Off Work 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, and advised where to advertise to address areas of under representation. We began to develop transparent career progression frameworks. Recognising recruitment and talent attraction are key to creating a healthy pay balance, we have introduced a Talent Acquisition Team and Applicant Tracking System (ATS). Introduction of the Applicant Tracking System (ATS) in March 2025 fosters a more inclusive hiring process and standardises the recruitment process ensuring candidates are evaluated objectively based on their skills and qualifications. We will also ensure our jobs are accessible, flexible, and appealing including careful language use.
- **Understanding Oasis Community Learning (Data informed decision making)** – The new People and Culture model (formerly the People Directorate) includes resource to ensure that staffing and workforce metric data are utilised to identify trends, areas to address, and to shape future strategy. Data is shared in tailored formats with stakeholders including our recognised trade unions, staff network groups, Board Level People Committee, staff, and future staff. The publication of this report is an example of our growing use of evidence to inform decision making and track progress.
- **Health & Wellbeing** – In October 2024, we launched our My Oasis Benefits platform available to all OCL employees bringing together our full suite of employee benefits. We have expanded our benefits to include healthcare, dental cover, cycle to work, and retail discounts as well as a whole range of wellbeing resources. We also continue to offer a maternity/paternity coaching offer of 1:1 sessions for staff returning from maternity/paternity leave supporting their transition back to work.

- **Flexible working** – Alongside the launch of a new Flexible Working Policy with an accompanying training programme, the organisation is intending to pilot possible routes to increasing the flexibility within academies.
- **Oasis wide Gender Equality Network-** Our Gender Equality Network Advocate leads on developing the staff network which gives voice to all our staff and arranges events throughout the year to champion and celebrate the work underway. 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.

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: 13th March 2025