



Orbis Education Trust

Gender Pay Gap Report 2023

Published March 2024

Organisations with more than 250 staff are required to publish details of their Gender Pay Gap analysis on an annual basis.

We have used the required snapshot date of the 31st March 2023 for our analysis. This data is based on the staff from our Trust Central Team, Southfield School for Girls and Kingsthorpe College.

Mean is the average.

Median is the midpoint of the hourly rate.

There were no bonus payments which is why we have not reported on this.

The trust has a larger proportion of female staff to male at 73.5%. In the lower quartile 91.9% of staff are female compared with 57.4% in the upper quartile which has a significant impact on our pay gap and is the reason the Median pay gap has increased this year to 25.2% from 19.9% last year.

Mean Hourly Rate of Pay for Male Staff	£26.55
Mean Hourly Rate of Pay for Female Staff	£21.19
Mean Gender Pay Gap	20.02%
Median Hourly Rate of Pay for Male Staff	£27.54
Median Hourly Rate of Pay for Female Staff	£20.60
Median Gender Pay Gap	25.2%
Proportion of Males in Lower Quartile	8.1%
Proportions of Females in Lower Quartile	91.9%
Proportion of Males in Lower Middle Quartile	26.2%
Proportion of Females in Lower Middle Quartile	73.8%
Proportion of Males in Upper Middle Quartile	29.5%
Proportion of Females in Upper Middle Quartile	70.5%
Proportion of Males in Upper Quartile	42.6%
Proportion of Females in Upper Quartile	57.4%

Context

Whilst the Mean and Median Gender Pay Gap figures are higher than we would like and have increased on the previous year, it should be noted that the Trust, like the majority of schools and Trust's nationally, employs far more female staff than male. The proportion of female staff employed in every pay quartile is higher than male staff with our upper quartile figures showing that 57.4% of our highest paid staff are female.

The Gender Pay Gap figures do not represent a position of the Trust paying men more than women for doing the same job; the figure reflects the make-up of our workforce.

Whilst we want to work to reduce the gap we need to understand the Education Sector. It is widely reported that the education sector has one of the largest Gender Pay Gaps. SchoolsWeek reported the Gender Pay Gap in the 20 biggest Trusts in the country for 2021 as 26%.

Addressing the gap

We ensure we have female representation on all interview panels.

Flexible working opportunities are an important part of our Wellbeing offer as well as an opportunity to decrease the Gender Pay Gap.

The last STRB pay review increased salaries of the lower earners in the teacher scales by a higher percentage than the higher earners.

For our own Trust support staff pay scale we have applied a higher percentage increase to those on the lower points of the scale for a second consecutive year.

To address the Pay Gap we need to increase the number of males in the lower 2 quartiles. These roles are often part time and term time and tend to attract women.