

Gender Pay Analysis Report – March 2019

Ocean Learning Trust is an employer with over 250 employees and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

The information reported upon in March 2020 is based on the snapshot date of 31 March 2019.

The Ocean Learning Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. Gender plays no part in the assessment of the salary grades at Ocean Learning Trust. There were no bonuses paid in the reporting period.

| | 2019 | 2018 |
|----------------------------------------------------------|--------|--------|
| Difference in hourly rate of pay as a mean average | 31.34% | 39.93% |
| Difference in hourly rate of pay as a median average | 55.79% | 60.76% |
| Difference in bonus pay as a mean average | N/A | N/A |
| Difference in bonus pay as a median average ⁵ | N/A | N/A |
| Percentage of employees who receive bonus pay | N/A | N/A |

| Number of employees by gender | Female | Male |
|-------------------------------|--------|--------|
| | 281 | 41 |
| | 87.27% | 12.73% |

| Pay Band | 2019 | | 2018 | |
|-----------------------|--------|--------|--------|--------|
| | Female | Male | Female | Male |
| Upper Quartile | 80.25% | 19.75% | 75.36% | 24.64% |
| Upper Middle Quartile | 85% | 15% | 91.18% | 8.82% |
| Lower Middle Quartile | 96.30% | 3.70% | 92.75% | 7.25% |
| Lower Quartile | 87.50% | 12.50% | 91.18% | 8.82% |

Improved data for 2019 reflects the addition of QPIA with a predominantly female Senior Leadership team. Further analysis reflects the nature of certain jobs in schools, such as Teaching Assistants, Midday Supervisors, Admin staff and Cleaners, are generally held by women: these roles attract women as they are term time only and part time – they often align with the hours children attend school - therefore suit family and childcare commitments where women remain predominantly the main carer. The substantially larger proportion of women in these roles affects the average salary; however, the contractual hours is a crucial factor for the applicants at recruitment and in their continuation of employment.

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay 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 and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th each year.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Ocean Learning Trust will continue to tackle the Gender Pay Gap by:

- advertising jobs with a pay range
- ensuring that women are included in shortlisted candidates for promotion & recruitment
- using skills-based tasks in recruitment
- using structured interviews, asking the same questions of all candidates
- introducing transparency to promotion processes
- monitoring recruitment (and promotion) equality and diversity
- being open to developing strategies & policies which reduce biased decisions
- supporting flexible working agreements where possible

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.



Paul Knight
Interim CEO

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

