

# **Gender Pay Gap Report**

## **March 2021**

## Introduction

Odyssey Trust for Education is required to report its gender pay gap under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The pay gap must be reported on in the following different ways:

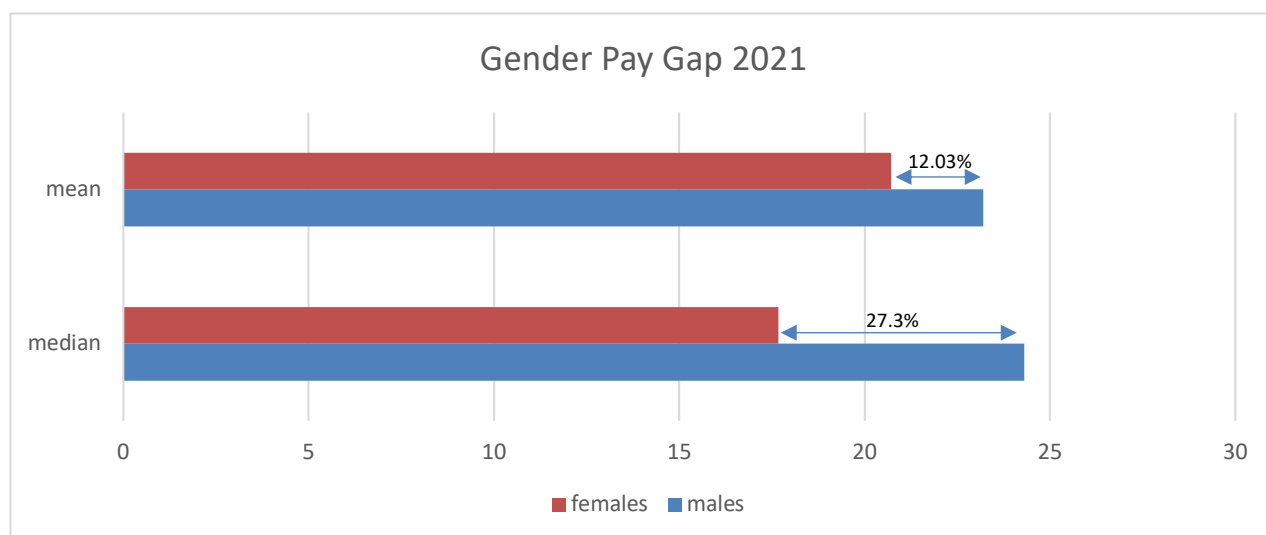
- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the proportion of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organization. It is different from 'equal pay', which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value).

## Gender Pay Gap

The mean gender pay gap is the difference between the average or 'mean' hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the average hourly rate for males.

The median gender pay gap is the difference between the 'median' hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the median hourly rate for males.

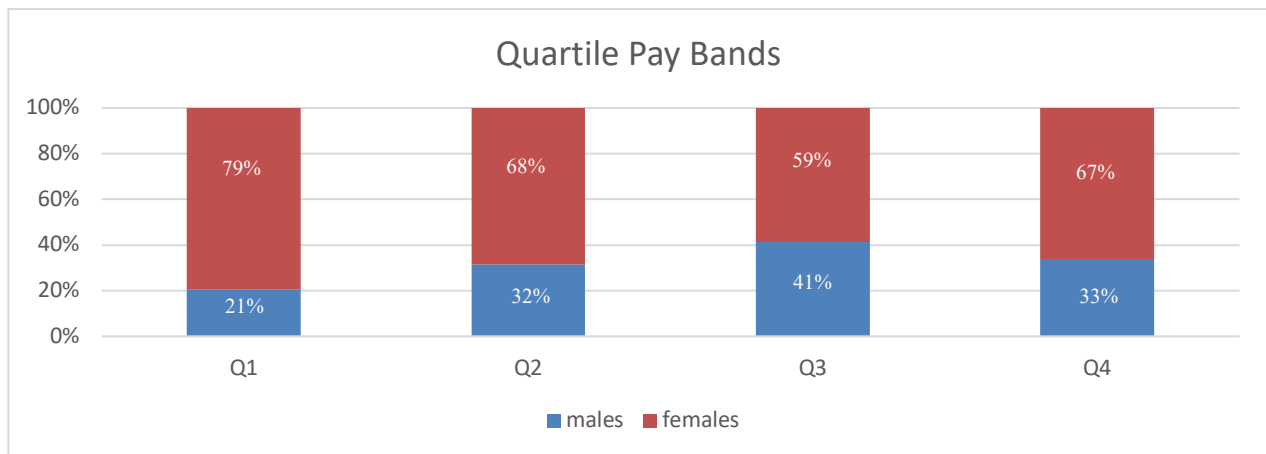


## Bonus Pay Gap

Odyssey Trust for Education does not operate a bonus pay system and therefore there is no data to report on the bonus pay gap.

## Quartile Band Reporting

The gender distribution within the quartile pay bands is as follows:



## Supporting Statement

Odyssey Trust's workforce is made up of 68% female and 32% male employees, which is typical for the sector. The vast majority of the employees at the lower end of the pay spectrum are female. These jobs are very often part-time and term-time only which tend to receive more female applicants than male. At the upper end of the pay spectrum there is greater balance between the pay of males and females, the upper quartile being more closely matched to the gender split for the organisation as a whole.