

**Inclusion** is at the  
**heart** of our trust



# Gender Pay Gap Report 2022



Oak LP is committed to the promotion of equality of opportunities to all employees and supports the fair treatment of all staff irrespective of gender. All our roles are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

Oak LP is required by law to carry out gender pay gap reporting under the Equality Act 2020 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations which show the difference between the average earnings of men and women. This is done by using our payroll records and following the approach to reporting set out in government guidance.

<b>Difference in Mean and Median Hourly Pay Rate</b>			
	Average Male Hourly Pay	Average Female Hourly Pay	Percentage Gender Pay Gap
Mean Hourly Rate of Pay	£20.16	£14.91	26.03%
Median Hourly Rate of Pay	£17.00	£11.54	32.12%

<b>Proportion of male and female employees according to quartile pay bands</b>				
	Quartile 1 (upper)	Quartile 2 (upper middle)	Quartile 3 (lower middle)	Quartile 4 (lower)
Male	24.4%	19.8%	7.0%	8.1%
Female	75.6%	80.2%	93.0%	91.9%

As no men or women received bonuses, there are no gender pay gaps to report in relation to bonus pay.

The report shows the difference in pay between men and women across our Trust. This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to pay inequalities.

Many of the lower paid jobs predominantly attract more female than male applicants. A proportion of the roles within the Trust are part-time or on a term-time basis. These roles are predominantly carried out by female employees.