



Gender Pay Gap Reporting Statement 2023-2024

Created or reviewed:

March 2025

Introduction

ONE (Owl North East) Trust are required by The Equality Act 2010 (specific duties and public authorities) regulation 2017 to publish specific information on gender pay gaps in order to show the pay gap between our male and female employees. This report provides a snapshot from 31 March 2024 of the gender balance within our organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

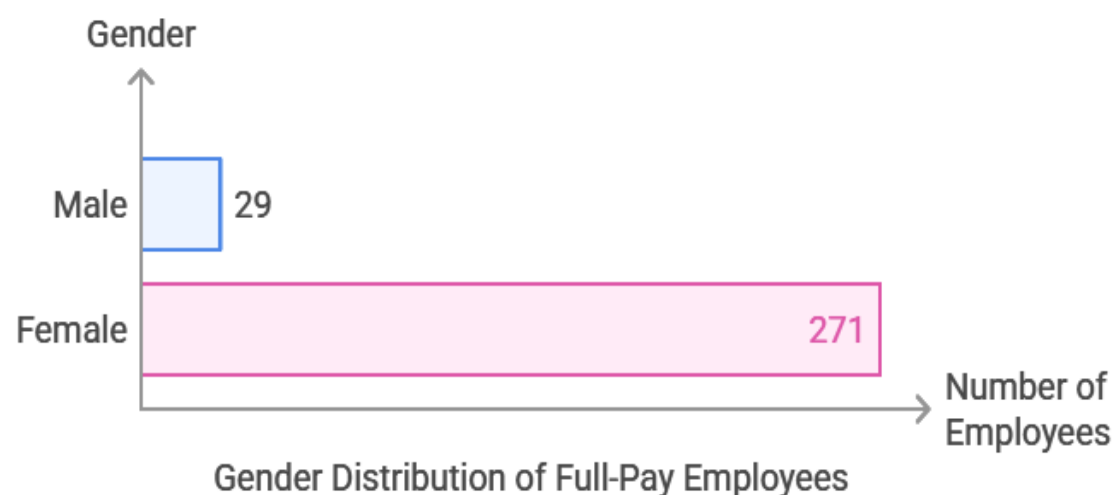
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

ONE (Owl North East) Trust is made up of the following schools from the outer west area of Newcastle upon Tyne:

- Knop Law Primary School
- Milecastle Primary School
- Newburn Manor Primary School
- Simonside Primary School
- Throckley Primary School
- Waverley Primary School
- West Denton Primary School
- Westerhope Primary School

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:



Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees. There is no trend analysis as this is the first year of trading.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	26.95%	47.57%	0	0

Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	0	0
Female	0	0

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	60	20%
	Female	240	80%
Upper middle quartile	Male	40	13.33%
	Female	260	86.67%
Lower middle quartile	Male	8	2.67%
	Female	292	97.33%
Lower quartile	Male	8	2.67%
	Female	292	97.33%

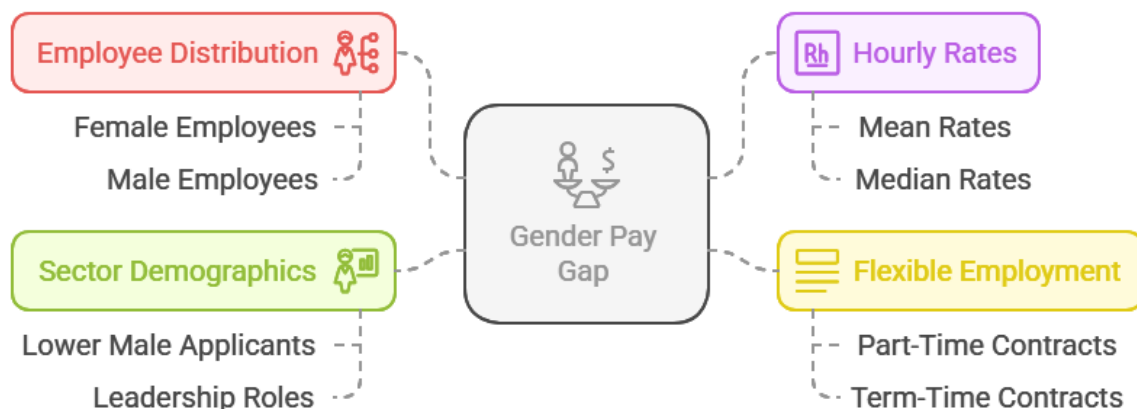
Why does our Trust have a gender pay gap?

This gender pay gap report highlights several key patterns in our educational Trust:

- We have more female employees than male across the organization, following the general trend in primary education.
- The median provides insight into the typical pay difference between a middle-ranking male employee and a middle-ranking female employee. There is a notable gap in median hourly rates, favouring male employees.
- Male employees tend to be concentrated in senior or leadership positions, evidenced by quartile distribution.
- Flexible work arrangements (part-time, term-time only) are predominantly utilized by female employees.

Due to the overall small number of male employees, minor staffing changes can significantly impact our gender pay gap statistics.

Gender Pay Gap in Primary Education Sector



What are we doing to address our gender pay gap?

For addressing the gender pay gap, we are undertaking the following strategies:

- Targeting recruitment strategies to attract more men to lower-grade roles and women to leadership positions
- Reviewing promotion criteria to ensure they don't inadvertently favour traditionally male career paths
- Analysing the uptake of flexible working arrangements and encourage more male employees to utilize these options
- Conducting regular salary benchmarking and reviews to identify and address any unintentional bias
- Considering succession planning with a gender equality lens to develop internal talent pipelines and development
- Working closely with representative bodies of our employee with a Joint Consultative Committee (JCC)

This Gender Pay Gap Reporting Statement acknowledges the challenge of reducing this gap given sector-wide gender imbalances, particularly the lack of male applicants for lower-grade positions.

Despite these challenges, the Trust is committed to equal and fair pay for equivalent work and will continue to address this issue.

Purpose	Author	Date
Annual report	Victoria Hanlon	March 2025

Signed by:		
Chair of Trustee Board	Helen Richardson	