

The Odyssey Collaborative Trust is made up of seven schools, located in Derby, all in the primary sector.

This Gender Pay Gap Report is based on relevant data as at 31 March 2025. At the point of data capture, the Trust employed 423 **staff of which 90% were female and 10% male**.

Our Trust's guiding principles are based on the co-operative values of fairness, equality, equity and inclusivity. These are reflected across all our recruitment and HR practices. Whilst the report shows a gap, we are confident that men and women are paid within the specified pay ranges for doing equivalent jobs across the Trust. In education, it is common for a higher than average proportion of the workforce to be female and this is even more prevalent in the support functions in schools. Reduction in the gap between male and female staff will always be more difficult in the primary education sector due to the nature of the roles available and the staff who apply to undertake them.

**Odyssey Collaborative Trust adheres to national teaching pay scales for teaching staff and NJC pay scales for support staff. There is no gap between male and female staff carrying out the same roles and all roles are open to both male and female applicants.**

## Gender Pay Gap

Male Employees	43
Female Employees	380
<b>Total Employees</b>	<b>423</b>

Male Mean Hourly Rate (£)	25.09
Female Mean Hourly Rate (£)	18.45
<b>Mean Gender Pay Gap</b>	<b>26.5%</b>

Male Median Hourly Rate (£)	25.73
Female Median Hourly Rate (£)	14.84
<b>Median Gender Pay Gap</b>	<b>42.3%</b>

Quartile	Men %	Women %
1 Lower	1	99
2 Lower Middle	11	89
3 Upper Middle	11	89
4 Upper	21	79

Bonus Payments	0
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