

## Gender Pay Gap report 2022

Open Thinking Partnership is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce. This 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.

The data reported is a snapshot from the Trust's payroll based on staff employed at 31st March 2022.

The results of these statutory calculations are as follows:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay for men and women employed at the Trust is 5.12% lower for female employees.
2. The Median Gender Pay Gap – The difference between the median hourly rate of pay for men and women employed at the Trust is 5.79% lower for female employees. Nationally in 2022 this was at 8.3% lower for female employees.
3. The Proportion of Male and Female employees in each Quartile Pay Band is:

	Lower Quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	89.02%	85.37%	83.33%	78.05
Male	10.98%	14.63%	16.67%	21.95%

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

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; many of the lower paid roles predominantly attract more female than male applicants.

The composition of OTP employees is:

