

Gender Pay Gap report 2025

Open Thinking Partnership (OTP) 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 OTP's payroll for staff employed on 31st March 2025.

The results of these statutory calculations are as follows:

Mean Gender Pay Gap

The mean hourly rate for women is 2.18% lower than that for men. This is a reduction in pay gap and it is the third consecutive year of reduction since publishing our first Pay Gap report in 2022.

Median Gender Pay Gap for hourly pay

The difference between the median hourly rate of pay for men and women employed at OTP is 3.25% lower for female employees. The median pay gap has reduced from 6.46% since March 2024.

Percentage of Male and Female employees in each Quartile

	Lower Quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	76%	85%	85%	84%
Male	24%	15%	15%	16%

There is a significant change in the lower quartile distribution between male and female compared to 2024; the percentage of females in the lower quartile has reduced from 87% to 76% and the number of male employees has increased in the same quartile from 13% to 24%. Upper quartile has also changed with females increasing from 80% in 2024 and males decreasing from 20% in 2024.

Statement

Open Thinking Partnership remains committed to promoting equality of opportunity to all employees, and ensuring fair and equitable treatment, regardless of gender or any other protected characteristic. All roles across OTP are aligned to national agreed pay scales, ensuring equal pay for equal work.

The narrowing of both the mean and median gender pay gaps in 2025 reflects a positive trend in our workforce composition. While differences remain, these are primarily due to the distribution of roles across the organisation.