

## OHCAT Gender Pay Gap Reporting 2019-2020

### Introduction

Orchard Hill College Academy Trust is pleased to publish its third Gender Pay Gap Report. All organisations with 250 or more employees are required to publish information on their 'gender pay gap' that came into force in April 2017. We have to publish the gaps in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). We are also required to disclose pay quartiles and any pay bonus gap. Orchard Hill College Academy Trust does not pay bonuses to staff.

### About OHCAT

Orchard Hill College Academy Trust is a specialist multi-academy trust (MAT) comprising 15 special schools across London, Surrey, Sussex and Berkshire. We pride ourselves on providing individualised and ambitious learning for all our pupils and students, supporting each one to achieve their goals and build the life they want within their community. At the time of reporting (31<sup>st</sup> March 2019) the Trust employed 1149 staff members, which is a significant increase from our first report where the Trust employed 442 staff and our second report where the Trust employed 712 staff members.

The Trust is committed to promoting equality of opportunity for all its students, staff and stakeholders, and to the celebration of diversity in all its forms.

### Distinguishing between gender pay and equal pay

The ACAS Guidance explains the difference between gender pay and equal pay:

*"Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women."*

### OHCAT gender pay reporting

For our first report, OHCAT's gender pay gap for the snapshot period of 31<sup>st</sup> March 2017 was:

Mean gender pay gap	11.2%*
Median gender pay gap	14.5%

No **bonus** payments were made during the snapshot period.

The **mean** hourly rate of pay for male full pay relevant employees was £18.44  
The **mean** hourly rate of pay for female full pay relevant employees was £16.37

The **median** hourly rate of pay for male full pay relevant employees was £13.60  
The **median** hourly rate of pay for female full pay relevant employees was £11.63

For our second report, OHCAT's gender pay gap for the snapshot period of 31<sup>st</sup> March 2018 was:

<b>Mean</b> gender pay gap	9.66%
<b>Median</b> gender pay gap	19.05%

No **bonus** payments were made during the snapshot period.

The **mean** hourly rate of pay for male full pay relevant employees is £18.33  
The **mean** hourly rate of pay for female full pay relevant employees is £16.56

The **median** hourly rate of pay for male full pay relevant employees is £14.85  
The **median** hourly rate of pay for female full pay relevant employees is £12.02

For this report, OHCAT's gender pay gap for the snapshot period of 31<sup>st</sup> March 2019 was

<b>Mean</b> gender pay gap	9.26%
<b>Median</b> gender pay gap	18.41%

No **bonus** payments were made during the snapshot period.

The **mean** hourly rate of pay for male full pay relevant employees is £18.61  
The **mean** hourly rate of pay for female full pay relevant employees is £16.88

The **median** hourly rate of pay for male full pay relevant employees is £15.11  
The **median** hourly rate of pay for female full pay relevant employees is £12.32

## Conclusions

OHCAT recognises that there is a gender gap using the mean and median gender pay reporting methodology. Much of this is attributed to female employees in the lower quartile, predominantly learning support workers who also take the opportunity to work part time to suit their life circumstances. It is difficult to do a year on year comparison, as the Trust has grown significantly in this period of time: from 442 to 712 and then, for the period ending 31 March 2019, 1147 employees. This last increase was due to two schools joining the Trust and a significant number of business support staff who TUPE'd from Orchard Hill College.

However, we are not complacent and will monitor and look at ways of reducing this gap.

OHCAT's Training School offers a range of apprenticeships and teacher training courses to allow employees to progress and for unqualified teachers to become trained teachers, which allows them to progress to higher pay scales. Many of our apprentices, who are predominantly female, have gained promotion or taken on additional responsibilities since graduating from the programme. Some have progressed to teacher training via the Diploma in Education & Training (DET) programme.

At the time of reporting (31<sup>st</sup> March 2019), OHCAT's Executive Senior Leadership Team comprised 5 staff, 80% of which were female. Of the Principals employed across OHCAT, 57% were female and 43% male.

Janet Sherborne  
Chief Operating Officer

March 2020