

OHCAT Gender Pay Gap Reporting 2020-21

Introduction

Orchard Hill College Academy Trust is pleased to publish its fourth Gender Pay Gap Report. As of April 2017, all organisations with 250 or more employees are required to publish information on their 'gender pay gap'. 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 (31st March 2020) the Trust employed 1171 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. This report is now more aligned with the reporting numbers last year of 1147 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 31st 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 31st March 2018 was:

Mean gender pay gap	9.66%
Median 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 31st March 2019 was

Mean gender pay gap	9.26%
Median 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

For this report, OHCAT's gender pay gap for the snapshot period of 31st March 2020 was

Mean gender pay gap	8.28%
Median gender pay gap	9.70%

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

The **mean** hourly rate of pay for male full pay relevant employees is £19.61
The **mean** hourly rate of pay for female full pay relevant employees is £17.58

The **median** hourly rate of pay for male full pay relevant employees is £14.44

The **median** hourly rate of pay for female full pay relevant employees is £13.04

As at 31st March 2020, 23% of OHCAT staff were male (267) and 77% were female (904).

The following table provides a further breakdown:

	Pct Male	Pct Female	No of males	No of females	Total number of staff
Lower Quartile	17.41%	82.59%	51	242	293
Lower Middle Quartile	20.82%	79.18%	61	232	293
Upper Middle Quartile	28.67%	71.33%	84	209	293
Upper Quartile	24.32%	75.68%	71	221	292
	22.80%	77.20%	267	904	1171

Conclusions

OHCAT recognises that there is a gender gap using the mean and median gender pay reporting methodology. This is the first year that we have been able to do a year on year comparison, as the number of employees has not changed significantly since the previous year. It is pleasing to see that the mean has reduced from 9.26% to 8.28% and the median from 18.41% to 9.70% respectively.

However, we are not complacent and will continue to 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. We are also aware that we have a significant number of learning support workers who are in the lower quartile, who choose to work with OHCAT because they value being able to work term time only and within a schedule that fits with family and childcare responsibilities.

At the time of reporting (31st March 2020), OHCAT's Executive Senior Leadership Team comprised 5 staff, 80% of which were female.

Janet Sherborne
Chief Operating Officer

March 2021