

OHCAT Gender Pay Gap Reporting 2021-22

Introduction

Orchard Hill College Academy Trust is pleased to publish its fifth 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 had not previously paid bonuses to staff, however did for the first time in this period.

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 2021) the Trust employed 1251 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 1171 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 the third 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 the forth report, OHCAT's gender pay gap for the snapshot period of 31st March 2020 was

Mean gender pay gap	8.28%
edian 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

For the fifth report, OHCAT's gender pay gap for the snapshot period of 31st March 2021 was

Mean gender pay gap	6.83%
Median gender pay gap	11.18%

The **mean** hourly rate of pay for male full pay relevant employees is £19.49
The **mean** hourly rate of pay for female full pay relevant employees is £18.16

The **median** hourly rate of pay for male full pay relevant employees is £15.12
The **median** hourly rate of pay for female full pay relevant employees is £13.43

Bonus payments were made during the snapshot period.

Mean gender pay gap	41.62%
Median gender pay gap	35.63%

As at 31st March 2021, 23% of OHCAT staff were male (293) and 76% were female (958).

The following table provides a further breakdown:

	% Male	% Female	No of males	No of females	Total number of staff
Lower Quartile	16.93%	83.07%	53	260	313
Lower Middle Quartile	22.68%	77.32%	71	242	313
Upper Middle Quartile	30.03%	69.97%	94	219	313
Upper Quartile	24.04%	75.96%	75	237	312
	23.42%	76.58%	293	958	1251

Conclusions

OHCAT recognises that there is a gender gap using the mean and median gender pay reporting methodology. This is the second year that we have been able to do a year on year comparison, as the number of employees has not changed significantly since in the previous two years. It is pleasing to see that the mean has continued to reduce from 9.26% to 8.28% to 6.83% whilst the median has increased from last year slightly but has continued the trend to reduce overall from 18.41% to 9.70% to 11.18% respectively.

At the time of reporting (31st March 2021), OHC&AT's Executive Senior Leadership Team comprised 5 staff, 80% of which were female. One member of the Executive Senior Leadership Team is employed by Orchard Hill College and therefore their data is not included in this report.

For the first time, a bonus was paid to the Executive Senior Leadership Team calculated as a percentage of salary. One member of the Executive Senior Leadership Team was part time, which has a significant impact on the comparison of a small data set.

A reduction in the mean continues since reporting began five years ago, and the median is under the first three years of data. However, we are not complacent and will continue to monitor and look at ways of reducing this gap.

In order to develop our staff to progress their careers, OHCAT offers a range of apprenticeships, teacher training courses and specialist training to allow employees to progress and for unqualified teachers to become trained teachers. 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.

Michelle Brennan
HR Director

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