

## OHC Gender Pay Gap Reporting 2022-23

### Introduction

Orchard Hill College (OHC) 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 must 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 does not pay bonuses to staff.

### About OHC

Orchard Hill College is an outstanding specialist College offering life-changing learning opportunities to students. We have eight vibrant college centres across London and Surrey where committed, specialist teams deliver a range of programmes to meet the needs of our students. Students who study with us have a wide range of needs. All students are individual, and each programme is as unique as they are. Our programmes are designed to support and empower each student to achieve their aspirations and goals, whilst developing skills to become more independent members of their community.

At the time of reporting (31<sup>st</sup> March 2022) the College employed 265 staff members. The College did report on gender pay last year, but not for the previous two years as the number of employees was below the threshold of 250 for 2019-2020 and 2020-21.

The College 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.”*

### OHC gender pay reporting

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

<b>Mean</b> gender pay gap	5.53%
<b>Median</b> gender pay gap	3.12%

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

The **mean** hourly rate of pay for male full pay relevant employees was £16.84  
The **mean** hourly rate of pay for female full pay relevant employees was £15.91

The **median** hourly rate of pay for male full pay relevant employees was £13.96  
The **median** hourly rate of pay for female full pay relevant employees was £13.92

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

<b>Mean</b> gender pay gap	0.23%
<b>Median</b> gender pay gap	0.0%

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

The **mean** hourly rate of pay for male full pay relevant employees is £17.04  
The **mean** hourly rate of pay for female full pay relevant employees is £17.08

The **median** hourly rate of pay for male full pay relevant employees is £14.57  
The **median** hourly rate of pay for female full pay relevant employees is £14.57

For the third report, OHC's gender pay gap for the snapshot period of **31<sup>st</sup> March 2021** was:

<b>Mean</b> gender pay gap	19.78%
<b>Median</b> gender pay gap	22.78%

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

The **mean** hourly rate of pay for male full pay relevant employees is £19.54  
The **mean** hourly rate of pay for female full pay relevant employees is £15.68

The **median** hourly rate of pay for male full pay relevant employees is £17.34  
The **median** hourly rate of pay for female full pay relevant employees is £13.39

For the fourth report, OHC's gender pay gap for the snapshot period of **31<sup>st</sup> March 2022** was:

<b>Mean</b> gender pay gap	7.85%
<b>Median</b> gender pay gap	10.94%

No bonus payments were made during the snapshot period.

The **mean** hourly rate of pay for male full pay relevant employees is £18.59  
 The **mean** hourly rate of pay for female full pay relevant employees is £17.18

The **median** hourly rate of pay for male full pay relevant employees is £16.91  
 The **median** hourly rate of pay for female full pay relevant employees is £15.06

As at 31st March 2022, 19.25% of OHC staff were male (51) and 80.75% were female (214).

The following table provides a further breakdown:

	<b>% Male</b>	<b>% Female</b>	<b>No of males</b>	<b>No of females</b>	<b>Total number of staff</b>
<b>Lower Quartile</b>	16.42%	83.58%	11	56	67
<b>Lower Middle Quartile</b>	10.61%	89.39%	7	59	66
<b>Upper Middle Quartile</b>	19.70%	80.30%	13	53	66
<b>Upper Quartile</b>	30.30%	69.70%	20	46	66
	<b>19.25%</b>	<b>80.75%</b>	<b>51</b>	<b>214</b>	<b>265</b>

## Conclusions

OHC recognises that there is a gender gap using the mean and median gender pay reporting methodology. This is the second year in the last four years that gender pay has been reported.

This year we can report on comparable data from last year. Last year's was the first gender pay report following the TUPE of approximately 80 staff out of Orchard Hill College in October 2018, all of whom worked in the Business Services (Central Team) division. Following the TUPE of employees there were two unreported years where figures show the number of employees as 197 in 2019 and 213 in 2020.

This demonstrates the significant growth in the intervening two years that the College has achieved by increasing College centres and courses, and increasing student numbers that has been aided by increased staffing. One significant difference noted in last year's gender pay report (31st March 2021) was the structure of the College

had changed and there were more male staff in the Upper Quartile than previously. The second was that although the count of males in the lower two quartiles remains almost constant, as staffing numbers have grown more females have been recruited, therefore proportionately there are now significantly fewer male staff in the lower middle quartile than previously.

This has been positively addressed since the last report and more males have been recruited to the lower two quartiles which has had a positive impact on reducing our gender pay gap.

The mean has reduced from 19.78% in 2021 to 7.85% in 2022. The median has reduced from 22.78% in 2021 to 10.94% in 2022.

The pathway developed for Teaching Assistants in 2021-22 which created a new post within the structure between the Teaching Assistant and Senior Teaching Assistant has now been fully embedded and has positively impacted recruitment. All staff currently are supported with training to progress to the next level.

To develop our staff to progress their careers, OHC offers a range of apprenticeships, teacher training courses and specialist training and for unqualified teachers to become trained teachers. Some have progressed to teacher training via the Diploma in Education & Training (DET) programme. As well as teaching, career paths have been developed for health and therapeutic pathways. 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 OHC 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

*March 2023*