

OHCAT Gender Pay Gap Reporting 2022-23

Introduction

Orchard Hill College Academy Trust is pleased to publish its sixth 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 Academy Trust had not previously paid bonuses to staff until 31st March 2021.

About OHCAT

Orchard Hill College Academy Trust is a specialist multi-academy trust (MAT) comprising of 14 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 2022) the Trust employed 1275 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 1251 staff members.

The Trust is committed to promoting equality of opportunity for all its pupils, 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 the sixth report, OHCAT's gender pay gap for the snapshot period of **31st March 2022** was:

Mean gender pay gap	11.85%
Median gender pay gap	14.5%

The **mean** hourly rate of pay for male full pay relevant employees is £20.81
The mean hourly rate of pay for female full pay relevant employees is £18.35

The **median** hourly rate of pay for male full pay relevant employees is £16.00
The **median** hourly rate of pay for female full pay relevant employees is £13.68

As at 31st March 2022, 21.65% of OHCAT staff were male (276) and 78.35% were female (999).

The following table provides a further breakdown:

	% Male	% Female	No of males	No of females	Total number of staff
Lower Quartile	14.42%	85.58%	46	273	319
Lower Middle Quartile	17.55%	82.45%	56	263	319
Upper Middle Quartile	30.09%	69.91%	96	223	319
Upper Quartile	24.53%	75.47%	78	240	318
	21.65%	78.35%	276	999	1275

Historical 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 was £18.33
The **mean** hourly rate of pay for female full pay relevant employees was £16.56

The **median** hourly rate of pay for male full pay relevant employees was £14.85
The **median** hourly rate of pay for female full pay relevant employees was £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 was £18.61
The **mean** hourly rate of pay for female full pay relevant employees was £16.88

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

For the fourth 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 was £19.61
The **mean** hourly rate of pay for female full pay relevant employees was £17.58

The **median** hourly rate of pay for male full pay relevant employees was £14.44
The **median** hourly rate of pay for female full pay relevant employees was £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 was £19.49
The **mean** hourly rate of pay for female full pay relevant employees was £18.16

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

Bonus payments were made during the snapshot period.

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

Conclusions

OHCAT recognises that there is a gender gap using the mean and median gender pay reporting methodology. This is the third year that we have been able to do a meaningful year on year comparison, as the number of employees has not changed significantly in those previous three years. After a downward trend from the preceding three years of 9.26% to 8.28% to 6.83%, the mean has increased to 11.85%. Whilst the median has again increased from last year slightly to 14.5% it has continued the trend to reduce overall from 19.05% in 2018 and 18.41% in 2019.

At the time of reporting (31st March 2022), OHC&AT's Executive Senior Leadership Team comprised of five staff, 60% 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.

Across the 15 schools in the Trust at the time of reporting (31st March 2022), 53% (8 schools) were led by male Principals, and 47% (7 schools) were led by female Principals.

We continue to look at ways to decrease the gap. In the top quartile, this includes meaningful opportunities for staff to develop their leadership skills by networking and sharing of good practice across the Trust. In the lower quartile, this includes the opportunity for employees to develop skills and progress their careers. Within our sponsor organisation, Orchard Hill College a development of standards and career progression opportunities for Teaching Assistants has positively impacted the gender mix in the lower quartiles and this is being rolled out across the Trust.

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

March 2023