

OHCAT Gender Pay Gap Reporting 2018-19

Introduction

Orchard Hill College Academy Trust is pleased to publish its second 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 13 special schools and one alternative provision across London, Surrey and Sussex. 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 2018) the Trust employed 712 staff members which is a significant increase from our first report where the Trust employed 442 staff.

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

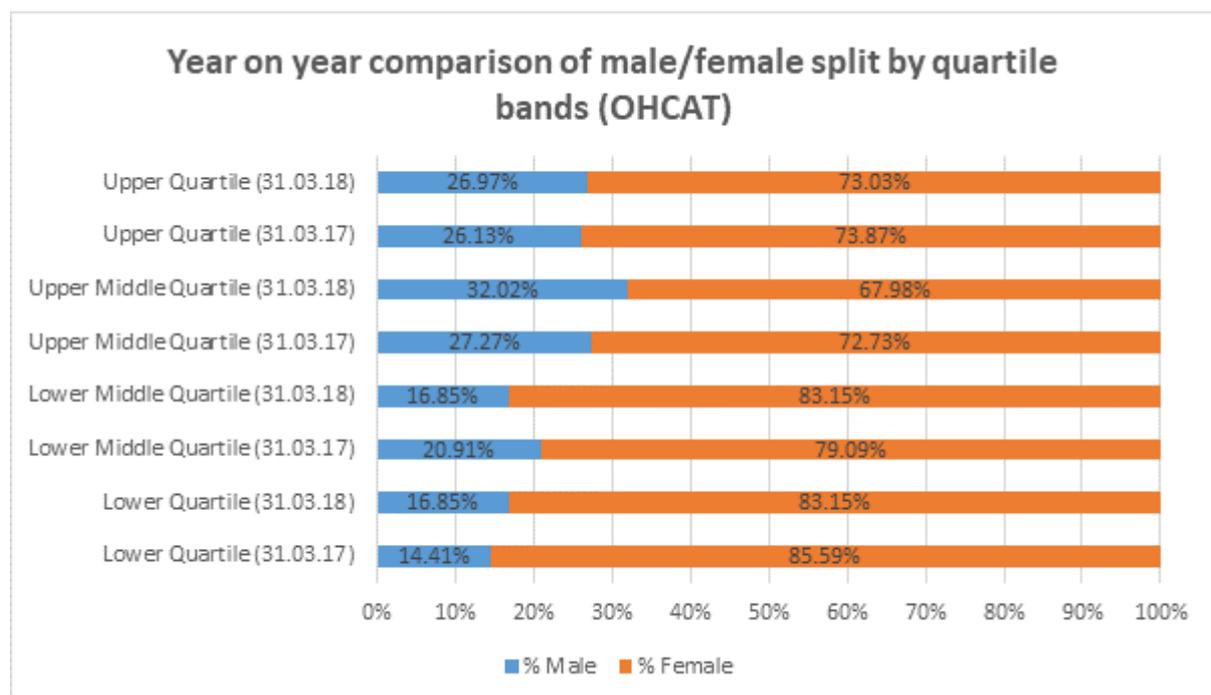
For our second report, OHCAT's gender pay gap for the snapshot period of 31st March 2018 was:

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



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 dinner assistants and 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 grew significantly in this period of time from 442 to 712 employees.

However, we are not complacent and will monitor and look at ways of reducing this gap, including more representation from males in primary settings.

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. We are starting to see our apprentices, who are predominantly female, grow in confidence and some have gained promotion.

At the time of reporting (31st March 2018) OHCAT employed 2 Regional Leads overseeing a group of schools, both of whom were female, and 12 Principals across OHCAT, of which 58% were female and 42% male.

Janet Sherborne
Executive Director

March 2019