

OHC Gender Pay Gap Reporting 2017-18

Introduction

Orchard Hill College is pleased to publish its first Gender Pay Report. All organisations with 250 or more employees are required to publish 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 does not pay bonuses to staff.

About OHC

Orchard Hill College is a specialist post-16 college for young people with a wide range of learning difficulties/disabilities and additional needs. Across our six London centres, we provide individualised learning packages that enable our students to achieve exciting destinations and fulfil ambitious goals. At the time of reporting (5th April 2017) the College had 262 staff members.

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 gap Calculations

The College's gender pay gap reporting for the snapshot period of 5th April 2017 is as follows:

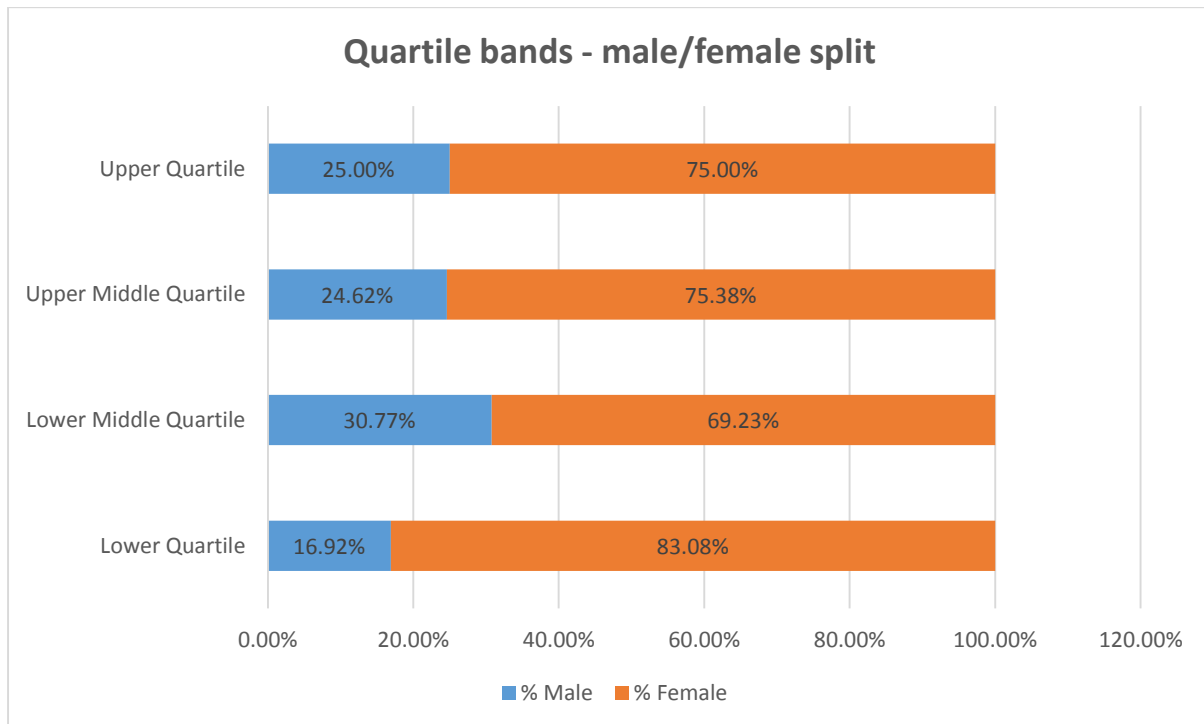
Mean gender pay gap	5.53%*
Median gender pay gap	3.12%

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

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

The **median** hourly rate of pay for male full pay relevant employees is £13.96
 The **median** hourly rate of pay for female full pay relevant employees is £13.52

**According to ONS figures, the national mean pay gap is 18.1% in 2016.*



Conclusions

Orchard Hill College has a marginal gender pay gap.

Orchard Hill College is proud of this data and over the years has employed succession planning strategies to allow both men and women to progress, for example where an employee has started as a Learning Support Worker and has progressed to a Senior Teaching Aid and Lecturer, and in some cases to a member of the Senior Leadership Team. The College offers part time, term time only, job share and flexible working in order to attract and retain the best talent. For those on maternity/paternity/adoption leave, the College offers keeping in touch days, so that employees feel confident to resume their career when they return to work.

The Executive Leadership Team comprises 75% female and 25% male employees which is representative of the Orchard Hill Colleges population of 76% female and 24% males.

Janet Sherborne
 Executive Head, OHC&AT Services.