



**ORCHARD COMMUNITY TRUST**

**GENDER PAY GAP REPORT; Snapshot date 31/03/2020**

1. Percentage of men and women in each hourly pay quarter:

Quartile	% Female	% Male
Lower	94.68	5.32
Lower middle	95.79	4.21
Upper middle	91.58	8.42
Upper	78.95	21.05

2. The mean (average) gender pay gap in hourly pay as a percentage of men's pay is 31.85%.
3. The median gender pay gap in hourly pay as a percentage of mens' pay is 53.66%
4. 0% of men and 0% of women receive bonus pay
5. Mean (average) gender pay gap using bonus pay is 0%
6. Median gender pay gap using bonus pay is 0%

There were 379 total employees during the reported period. 342 are female and 37 are male. 90.24% of the workforce are female and 9.76% are male. The majority of the support staff roles are undertaken by females, with salaries that fall in the lower and lower middle quartiles.

The Trust has a clear set of job descriptions which go through an evaluation process to determine pay range for each post, ensuring the correct pay is awarded for the role the employee undertakes. This process is applied consistently across all schools and the central team.

The Orchard Community Trust is an equal opportunities employer. We will always choose the right person for the role and we will never refuse a candidate based on their gender.

As Accounting Officer for the Trust, I confirm the gender pay reporting data is accurate.

A handwritten signature in blue ink that reads "Rob Johnstone".

Rob Johnstone

Senior Executive Leader