

*‘Committed to improving the life chances of all children, wherever they may be’*

**GENDER PAY GAP REPORT: 31/3/2024**

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

Quartile	% Female	% Male
Lower	96	4
Lower middle	93	7
Upper middle	88	12
Upper	85	15

2. The mean (average) gender pay gap in hourly pay as a percentage is 23.5%
3. The median gender pay gap in hourly pay as a percentage is 38%
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 506 total employees during the reported period. 458 are female and 48 are male. 90.5% of the workforce are female and 9.5% 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.

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.

Mr R Johnstone  
Senior Executive Leader