

Gender Pay Gap Report 2022



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Data information as at 31 March 2022

Deadline for submission 30 March 2023



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## Legislation

From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year.

## What is the Gender Pay Gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.

Love is repaid with  
love

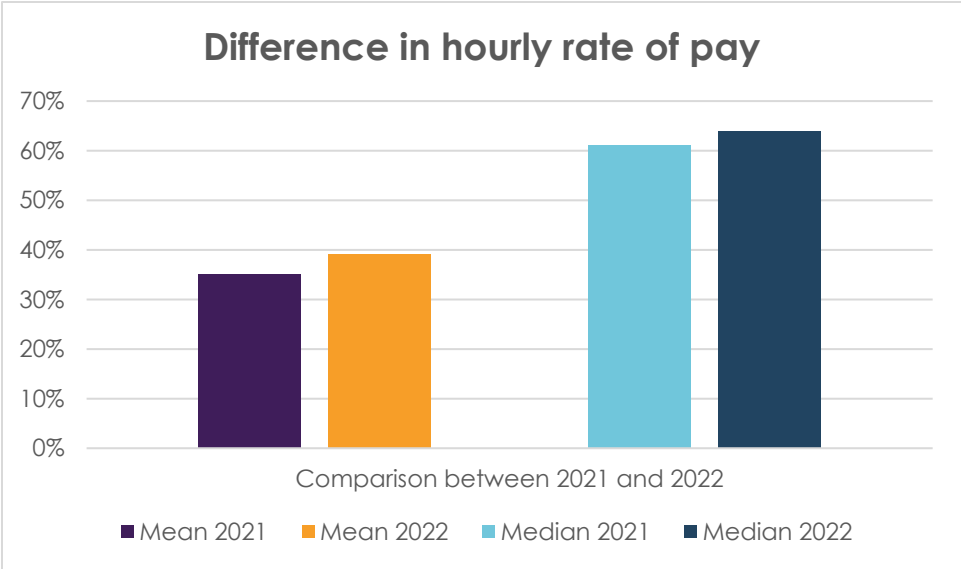


# Our Reportable Figures

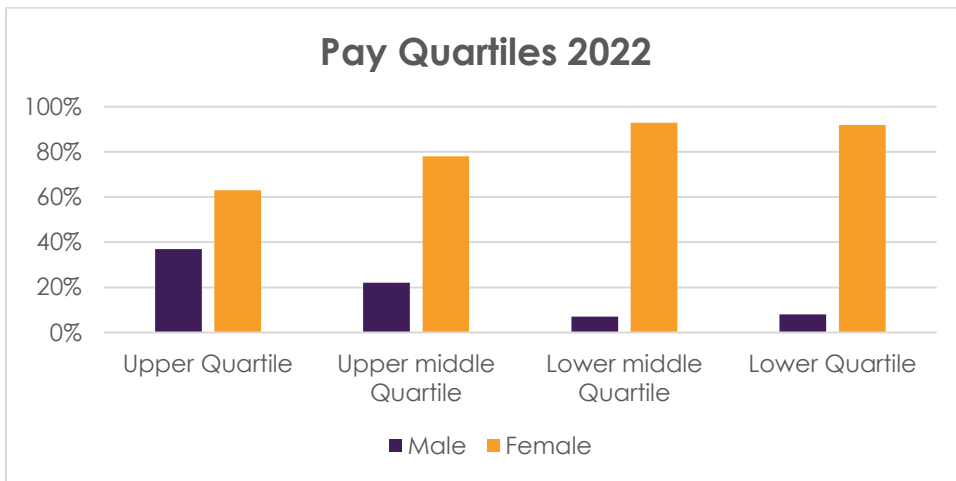
	2022 Pay Gap as a percentage
Mean	39%
Median	64%

## Comparison to 2021

	2022 Pay Gap as a percentage	2021 Pay Gap as a percentage
Mean	39%	35%
Median	64%	61%

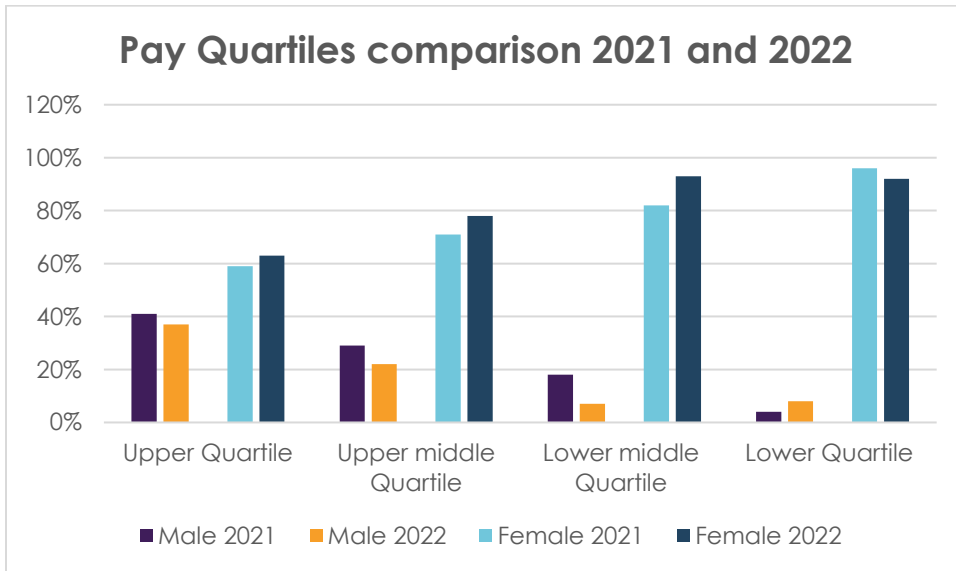


	<b>2022 Male</b>	<b>2022 Male contract</b>	<b>2022 Female</b>	<b>2022 Female contract</b>
Upper Quartile	37%	37	63%	62
Upper Middle Quartile	22%	22	78%	77
Lower Middle Quartile	7%	7	93%	93
Lower Quartile	8%	8	92%	92



### Comparison to 2021

	<b>2022 Male</b>	<b>2021 Male</b>	<b>2022 Male contract</b>	<b>2021 Male contract</b>	<b>2022 Female</b>	<b>2021 Female</b>	<b>2022 Female contract</b>	<b>2021 Female contract</b>
Upper Quartile	37%	41%	37	31	63%	59%	62	44
Upper Middle Quartile	22%	29%	22	22	78%	71%	77	53
Lower Middle Quartile	7%	18%	7	14	93%	82%	93	62
Lower Quartile	8%	4%	8	3	92%	96%	92	73



<b>2022</b>	<b>Total Employee/Contract</b>	<b>Mean Hourly Pay</b>	<b>Median Hourly Pay</b>
Male	74	£30.07	£31.54
Female	324	£18.12	£11.25

March 2022 was the first year we were required to submit our Gender pay gap information; which included 5 schools as at 31<sup>st</sup> March 2021. This is the second gender pay gap report for submission, which means there is some comparable information compared to 2021. However, we also need to bear in mind this report also includes St John Bosco Primary and St Bernadette's Primary which means an increase in employees and data. The is report also includes the CSEL who was not included in last years' figures due to his start date being 1 April 2021.

Of the 398 employees/contracts, 324 are female and 74 are male. The upper quartile represents the highest number of males but has decreased since 2021, whereas the female representation in the upper quartile has increased. The difference between male and female employees is quite large; there is a large proportion of female employees employed in the lower quartiles, which includes pastoral, admin, education support, catering and cleaning.

There are a higher number of male teachers in the secondary academies compared to primary level.

All employees across the company are paid equally and this should not be confused with the differences in the gender pay gap between men and women that carry out the same/similar job roles.