

GENDER PAY GAP REPORT 2023

ST JOHN BOSCO CATHOLIC ACADEMY



Data Information as at 31 March 2023

Deadline for submission 30 March 2024

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?

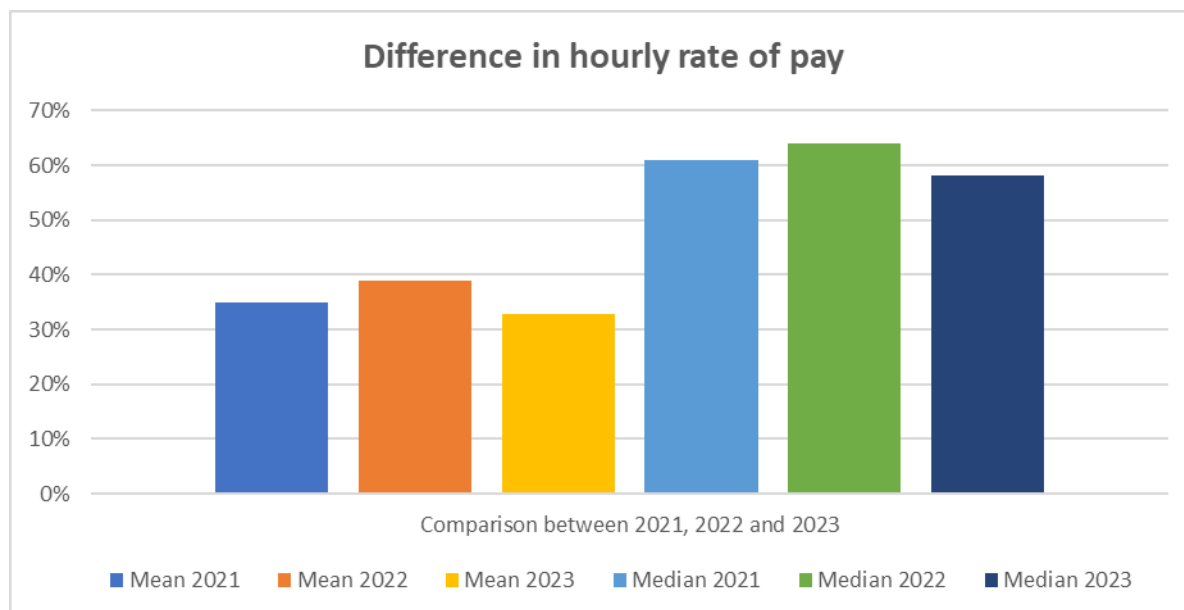
The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.

Our Reportable Figures

| | 2023 Pay Gap as a percentage |
|--------|------------------------------|
| Mean | 33% |
| Median | 58% |

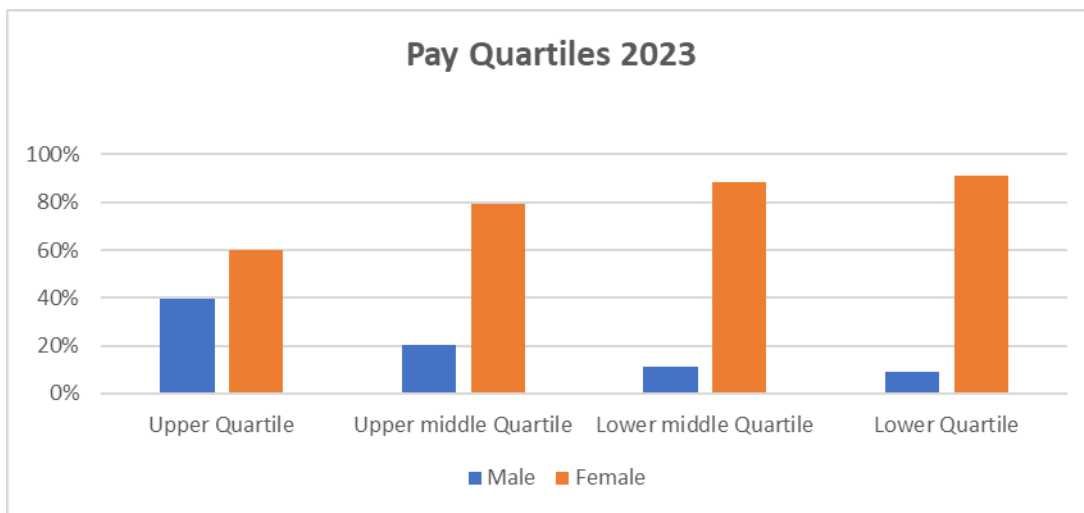
Mean and Median Comparisons for 2021, 2022 and 2023

| | 2023 Pay Gap as a percentage | 2022 Pay Gap as a percentage | 2021 Pay Gap as a percentage |
|--------|------------------------------|------------------------------|------------------------------|
| Mean | 33% | 39% | 35% |
| Median | 58% | 64% | 61% |



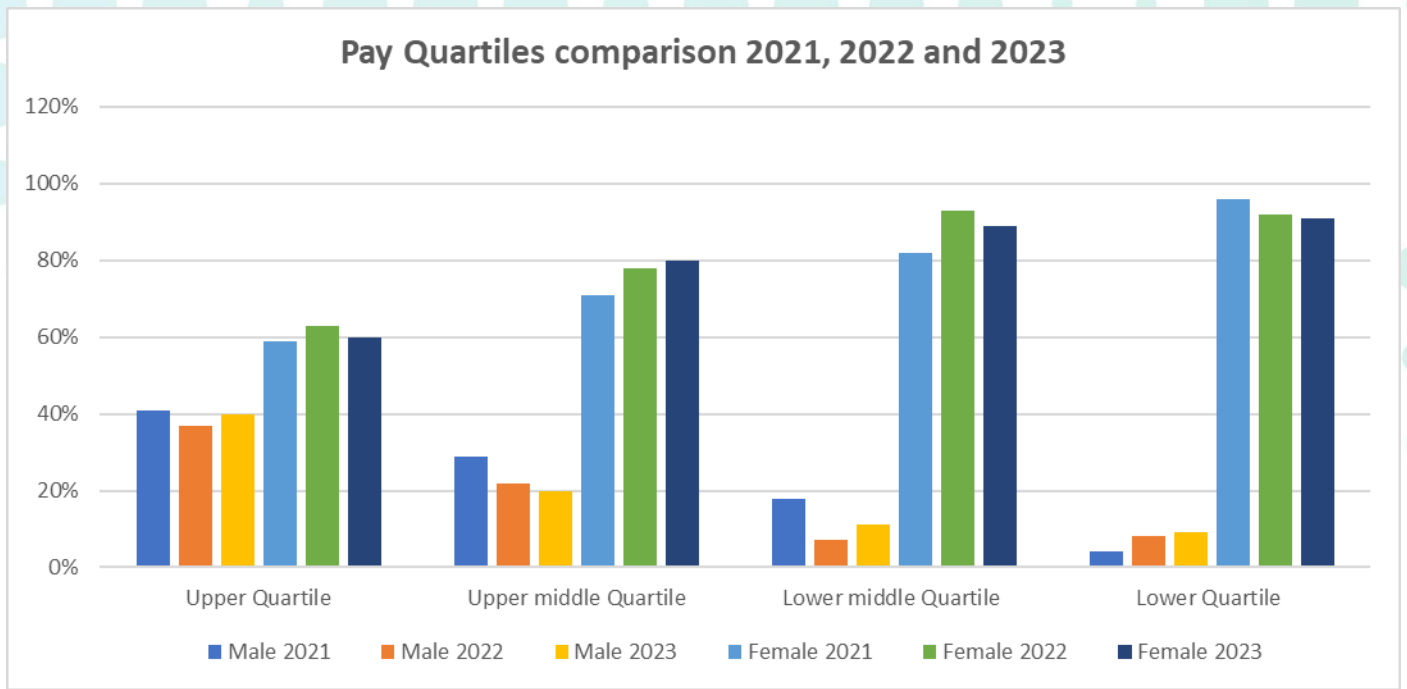
Pay Quartiles

| | 2023 Male | 2023 Male contract | 2023 Female | 2023 Female contract |
|-----------------------|-----------|--------------------|-------------|----------------------|
| Upper Quartile | 40% | 35 | 60% | 53 |
| Upper Middle Quartile | 20% | 18 | 80% | 70 |
| Lower Middle Quartile | 11% | 10 | 89% | 78 |
| Lower Quartile | 9% | 8 | 91% | 81 |



Comparisons for 2021, 2022 and 2023

| | 2023 Male | 2022 Male | 2021 Male | 2022 Female | 2022 Female | 2021 Female |
|-----------------------|-----------|-----------|-----------|-------------|-------------|-------------|
| Upper Quartile | 40% | 37% | 41% | 60% | 63% | 59% |
| Upper Middle Quartile | 20% | 22% | 29% | 80% | 78% | 71% |
| Lower Middle Quartile | 11% | 7% | 18% | 89% | 93% | 82% |
| Lower Quartile | 9% | 8% | 4% | 91% | 92% | 96% |



| 2023 | Total Employee/Contract | Mean Hourly Pay | Median Hourly Pay |
|--------|-------------------------|-----------------|-------------------|
| Male | 71 | £31.07 | £33.85 |
| Female | 282 | £20.89 | £14.17 |

This is the third gender pay gap report for submission, which means there is some comparable information compared to 2022 and 2021.

Of the 353 relevant full pay employees included in this report, 282 are female and 71 are male. Not all employees have been included in this report as at the snapshot of data on 31 March 2023. There were multiple employees on maternity leave and employees who were not receiving full pay due to sickness absence or unpaid leave (not including strike action). The upper quartile represents the highest number of males whereas the lower quartiles represents the highest number of females. The difference between male and female employees is large and there is a large proportion of females employed in roles such as pastoral, admin, catering and cleaning, which are included in the lower quartiles.

From the mean and median percentages, we can see that the gender pay gap has decreased since 2022.

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