

GENDER PAY GAP REPORT 2024

ST JOHN BOSCO CATHOLIC ACADEMY



Data Information as at 31 March 2024

Deadline for submission 30 March 2025

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?

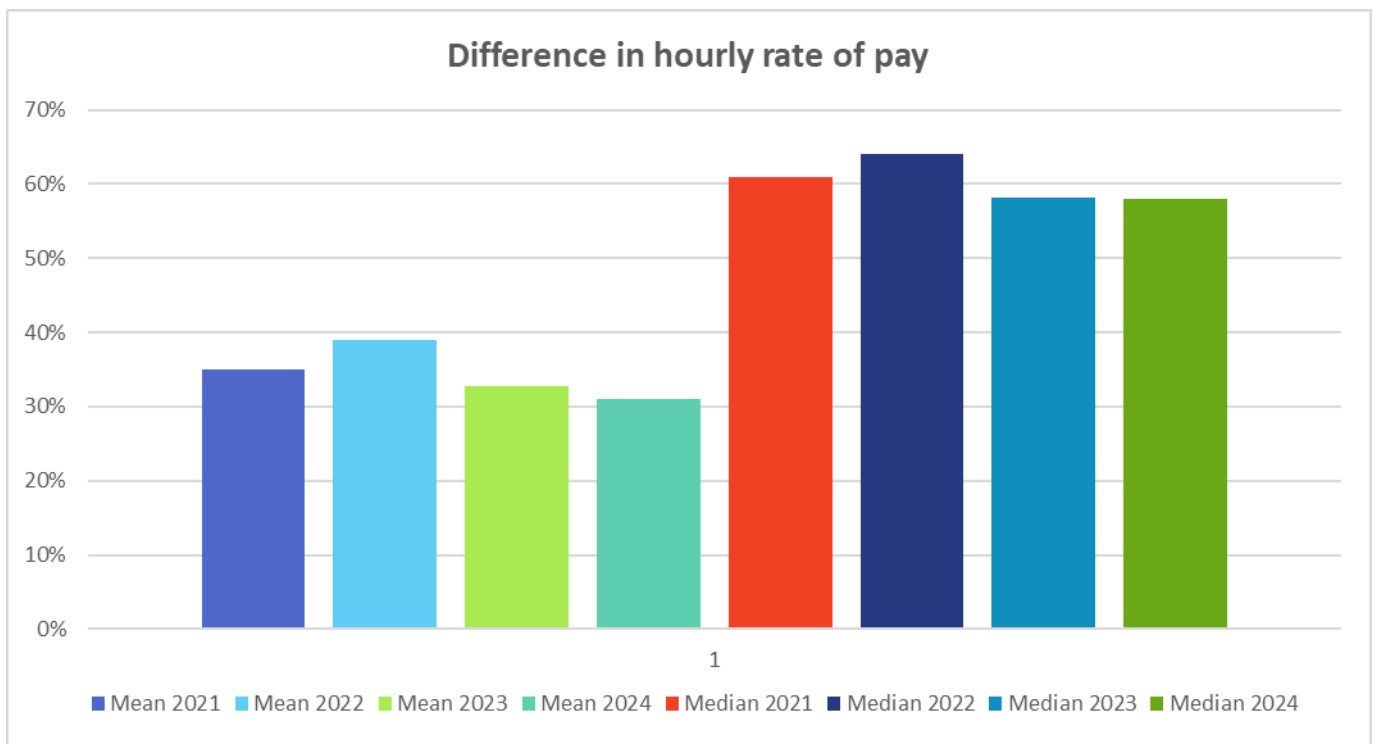
The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.

Our Reportable Figures

	2024 Pay Gap as a percentage
Mean	31%
Median	58%

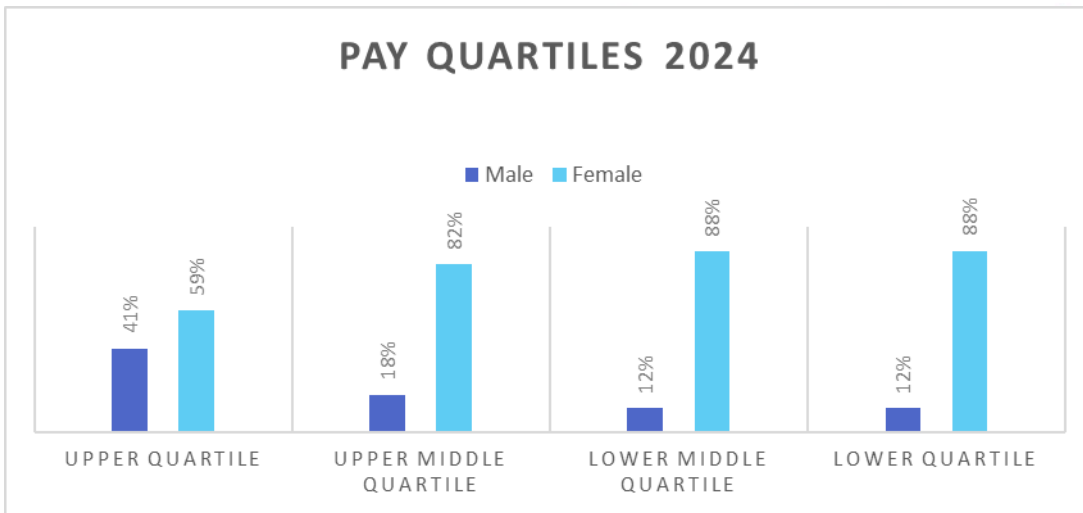
Mean and Median Comparisons for 2021, 2022, 2023 and 2024

	2024 Pay Gap as a percentage	2023 Pay Gap as a percentage	2022 Pay Gap as a percentage	2021 Pay Gap as a percentage
Mean	31%	33%	39%	35%
Median	58%	58%	64%	61%

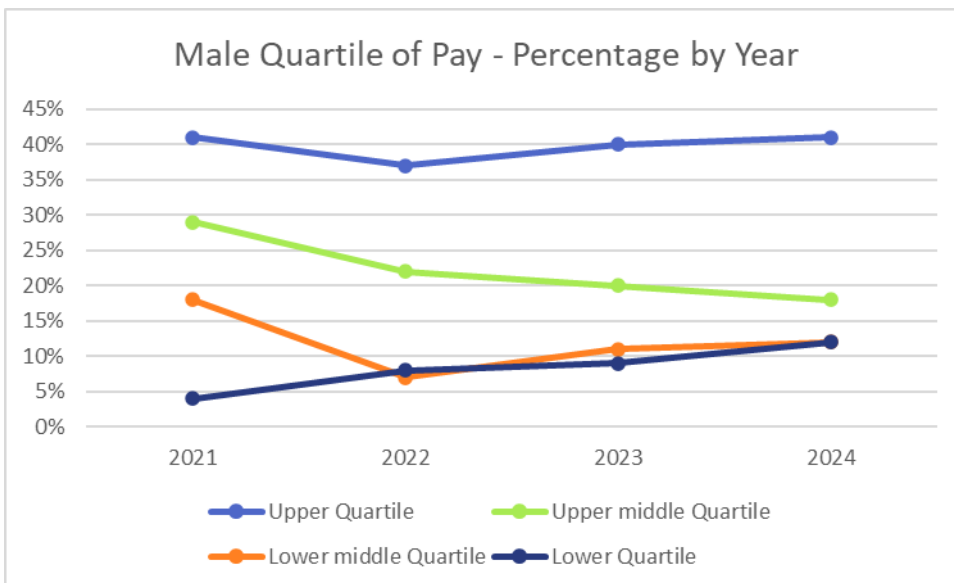


Pay Quartiles for full-pay relevant employees

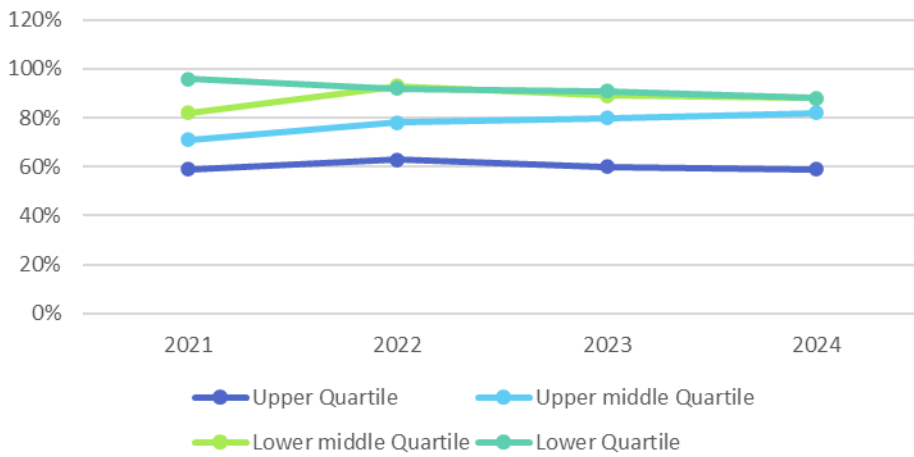
	2024 Male	2024 Male contract	2024 Female	2024 Female contract
Upper Quartile	41%	38	59%	55
Upper Middle Quartile	18%	17	82%	76
Lower Middle Quartile	12%	11	88%	82
Lower Quartile	12%	11	88%	83
Total	100%	77	100%	296



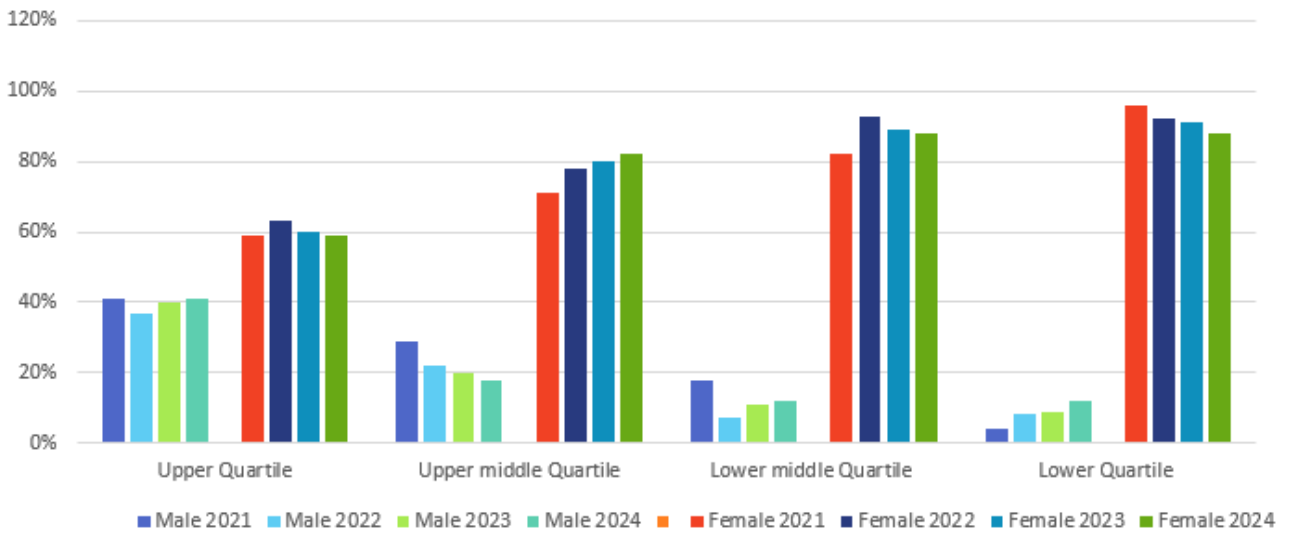
Quartile Comparisons

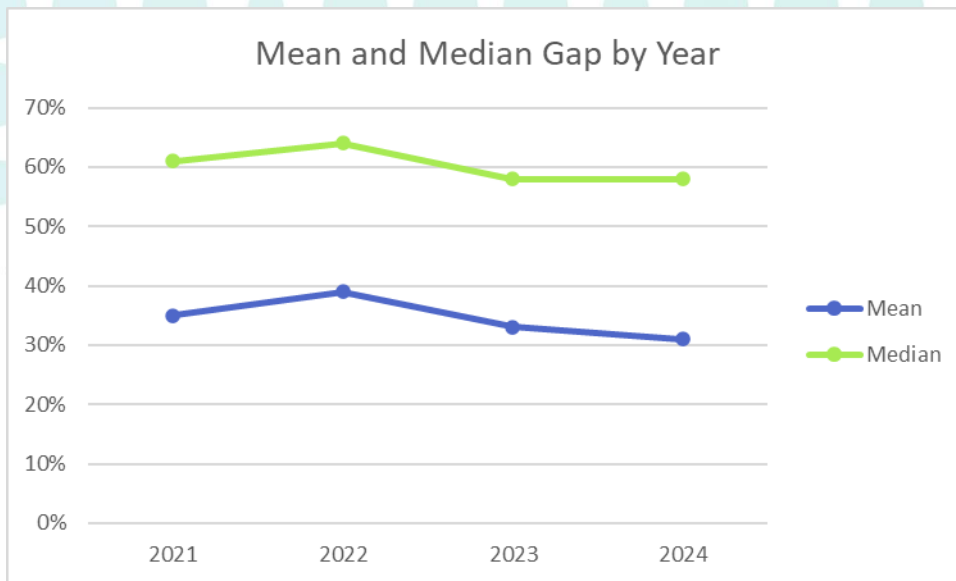


Female Quartile of Pay - Percentage by Year



Pay Quartiles comparison 2021, 2022, 2023, 2024





2024	Total Employee/Contract	Mean Hourly Pay	Median Hourly Pay
Male	77	£31.23	£35.40
Female	296	£21.59	£14.89

Of the 373 relevant full pay employees included in this report, 296 are female and 77 are male. Not all employees have been included in this report as at the snapshot of data on 31 March 2024. There were multiple employees on maternity leave and employees who were not receiving full pay due to sickness absence or unpaid leave. The upper quartile represents the highest number of males whereas the lower quartiles represent 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 graphs we can see that the mean gender pay gap has reduced, however the median percentage has stayed the same as last year.

The St John Bosco Catholic Academy's pay policy has a consistent approach to pay for all employees. All employees across the multi academy are paid equally and fairly 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.

Considerations for closing the gap

- Recruitment of males to vacancies within the lower quartiles, for example Teaching Assistants.
- Consider if there is a gender imbalance with exit rates.
- Consider flexible working approaches to employees that take on caring roles.