

REPORT

# Gender pay gap report

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HOLY FAMILY CATHOLIC MULTI ACADEMY TRUST

SNAPSHOT DATE: 31/03/2018

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### Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	25.7%	32.2%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0	0

### Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

### Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	11.90%	16.54%	22.05%	34.65%
Female (% females to all employees in each quartile)	88.10%	83.46%	77.95%	65.35%

## SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: .....

Date: .....

Status/position: .....

## OPTIONAL SUPPORTING NARRATIVE

### **Why a gender pay gap is present**

We are a Trust with 2 primary schools and two secondary schools. (snapshot date of 31/03/2018). We employ 421 female staff in a mixture of teaching and supporting staff. We employ 109 males staff the majority of which hold teaching positions. The majority of our part time staff and term time only employed are female.

We are committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristics above). As such, we provide training for all managers and other staff members who are involved in pay reviews and evaluate job roles and pay grades a necessary to ensure a fair structure. Across the UK men are more likely than women to be in senior roles while women are more likely to be in front line roles of the organization. Women are also more likely than men to have had breaks from work that have affected their career progression for example to bring up children; they are also more likely to work part time which tends to be paid at a lower level. This pattern from the UK economy as a whole is reflected in the make-up of the Trust's workforce where the majority of lunchtime staff, cleaners, office workers and teaching assistants are women.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent role rather its gender pay gap is the result of the roles of which men and women work within the Trust and the salaries that these attract.

### **What we are doing to close it.**

We actively seek to recruit more female teachers to address the balance. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias. We are committed to the DFE workforce reforms.

