



EMMAUS
CATHOLIC MAC

Gender Pay Report 2021

Legislation

Equality Act 2010

(Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





Snapshot Date

31st March 2021



Our reportable figures

	2021 Pay Gap	2019 Pay Gap	2018 Pay Gap
Mean	21.4%	17.9%	24.5%
Median	34.1%	25.1%	43.7%

	2021 Men	2021 Women	2019 Men	2019 Women	2018 Men	2018 Women
Upper Quartile	26.9%	73.1%	31.4%	68.6%	38.4%	61.6%
Upper Middle Quartile	16.7%	83.3%	20.3%	79.7%	19.4%	80.6%
Lower Middle Quartile	12.0%	88.0%	11.6%	88.4%	13.9%	86.1%
Lower Quartile	9.3%	90.7%	12.9%	87.1%	12.3%	87.7%



Our reportable figures

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	21.3%	34.1%

Headcount 2021

	Total head count	Mean hourly pay rate
Men	70	19.91
Women	362	15.65
Total	432	16.34

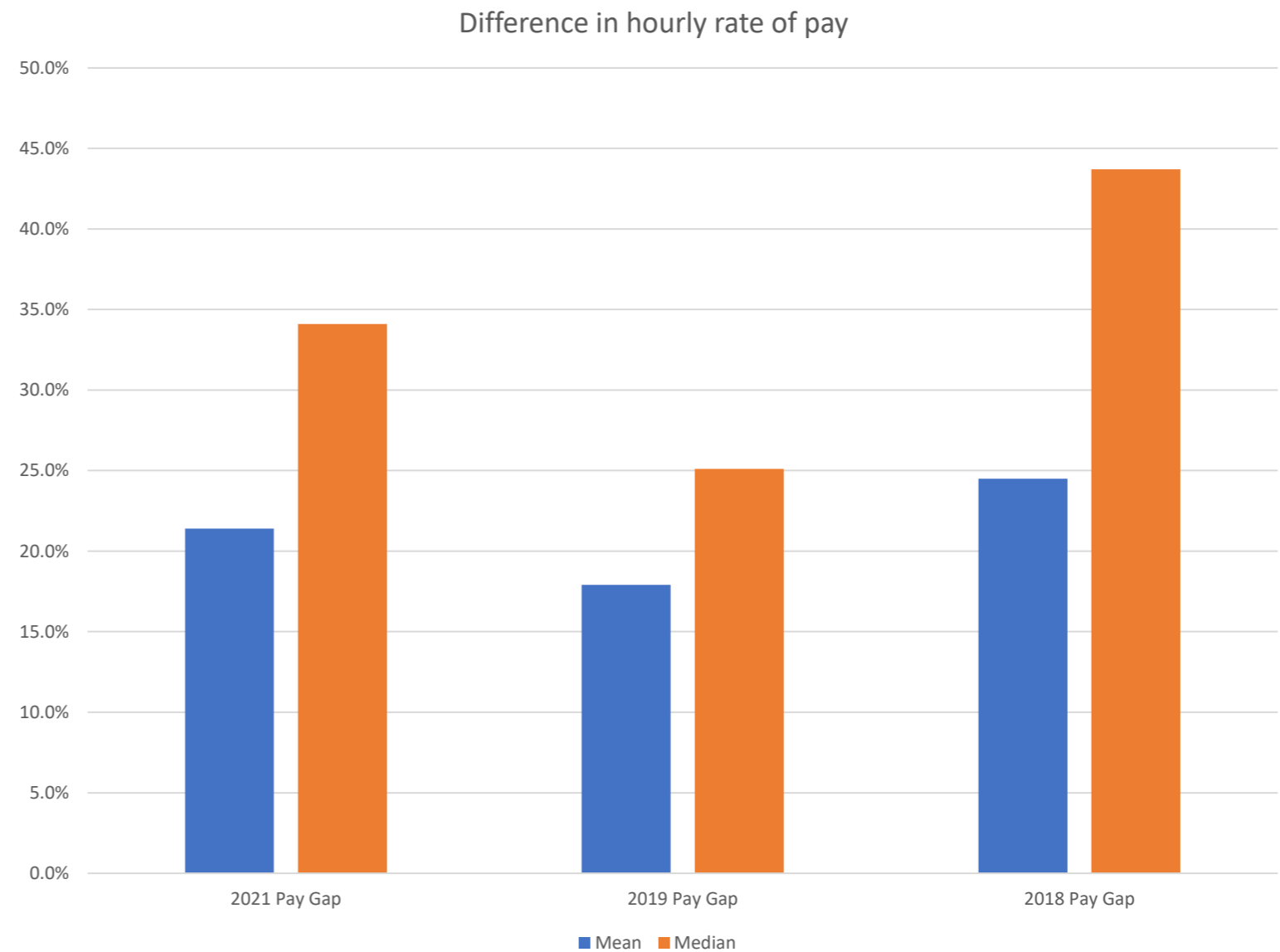
Headcount 2019

	Total head count	Mean hourly pay rate
Men	53	18.73
Women	225	15.39
Total	278	16.03

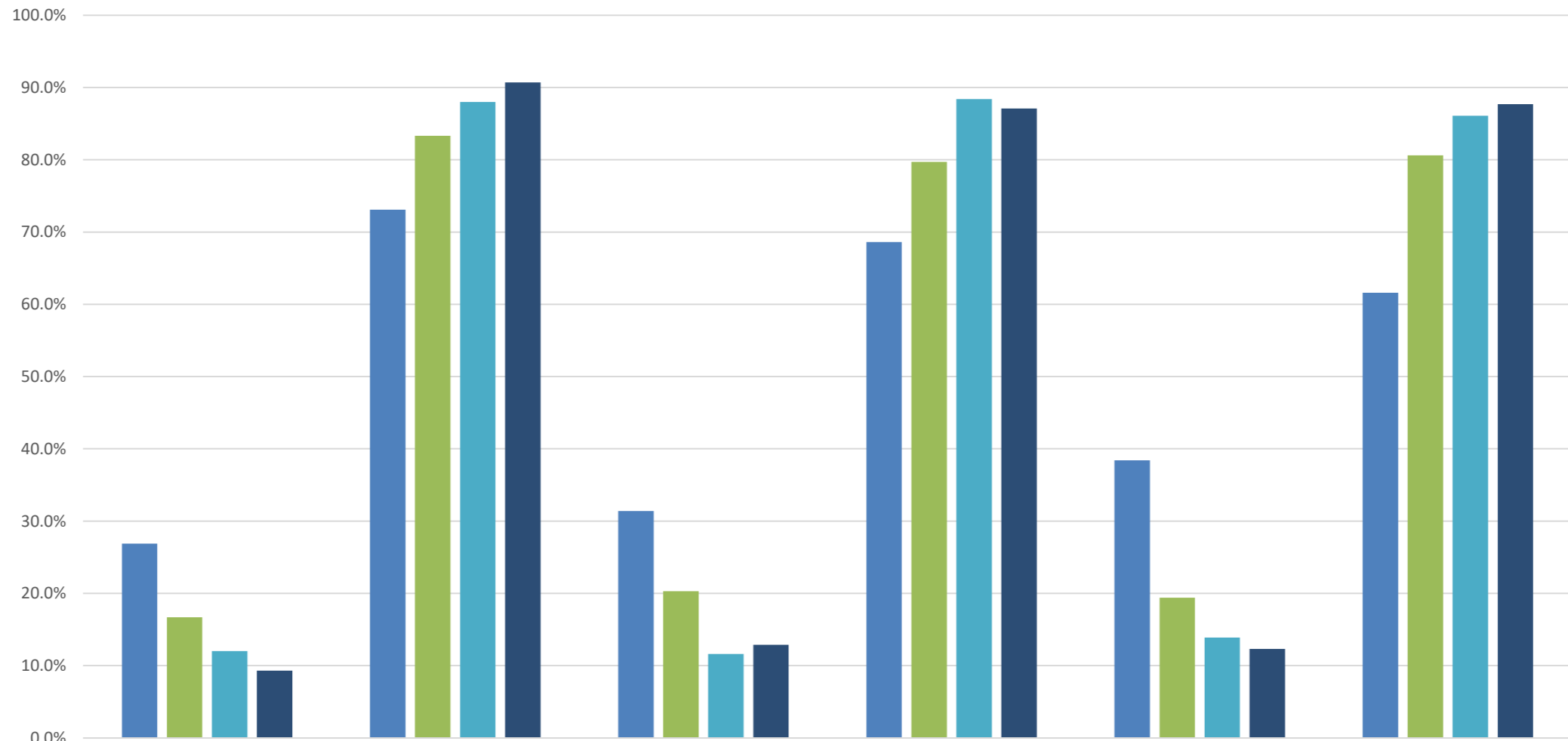


The mean hourly rates for 2021 are currently favouring male employees by 21.4% an increase from the 17.9% in 2019.

The median hourly rates for 2021 are currently favouring male employees by 34.1% an increase from the 25.1% in 2019



Pay Quartiles 2018 2019 2021



■ Upper Quartile ■ Upper Middle Quartile
■ Lower Middle Quartile ■ Lower Quartile



On 1st February 2021 St Nicholas Owen Catholic MAC took on an additional four schools and changed the company name to Emmaus Catholic MAC. As you will see from the report this acquisition increased the total staff in 2019 of 278 to 432 in 2021.

The calculations included in this report include prior year St Nicholas Owen Catholic MAC data which on the surface show and increase in the Gender Pay Gap compared to 2019.

Across the MAC out of the 432 employees, 362 are female and 70 male. With the upper quartile representing the highest proportion of males within the company.

The large differential in male to female employee numbers skew the figures to a degree. There are very many female employees employed at the lower end (clerical, pastoral, education support) of the pay scale in part time/part year positions. Using data for teaching staff only would present a very different and more balanced picture.

It has been historically difficult to recruit male teachers into teacher training for the primary age range, so there are few male primary teachers in Emmaus Catholic MAC. Those that teach in primary schools tend to progress to leadership roles.

Our journey with Christ



The difference between the gender pay gap and equal pay

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men.

Gender pay should not be confused with equal pay. Male and female at Emmaus Catholic MAC are paid the same hourly rate if performing the same role at the same pay grade.

