



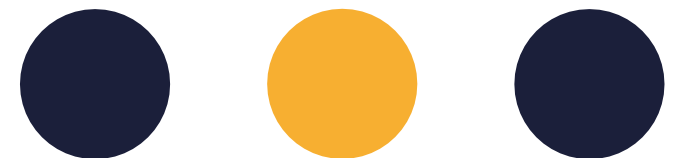
**EMMAUS**  
CATHOLIC MAC

# Gender Pay Report 2024

# 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

31<sup>st</sup> March 2024

# Our reportable figures

	2024 Pay Gap	2023 Pay Gap	2022 Pay Gap	2020 Pay Gap
Mean	18.00%	20.44%	20.70%	21.4%
Median	36.70%	37.56%	36.90%	34.1%

	2024 Men	2024 Women	2023 Men	2023 Women	2022 Men	2022 Women	2021 Men	2021 Women
Upper Quartile	20.51%	79.49%	25.42%	74.58%	28.20%	71.80%	26.9%	73.1%
Upper Middle Quartile	22.22%	77.78%	19.33%	80.67%	20.20%	79.80%	16.7%	83.3%
Lower Middle Quartile	11.11%	88.89%	15.97%	84.03%	14.40%	85.60%	12.0%	88.0%
Lower Quartile	8.47%	91.53%	5.88%	94.12%	7.70%	92.30%	9.3%	90.7%



# 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	18.0%	36.7%

## Headcount 2024

	Total head count	Mean hourly pay rate
Men	71	18.00
Women	350	21.94
Total	421	18.61

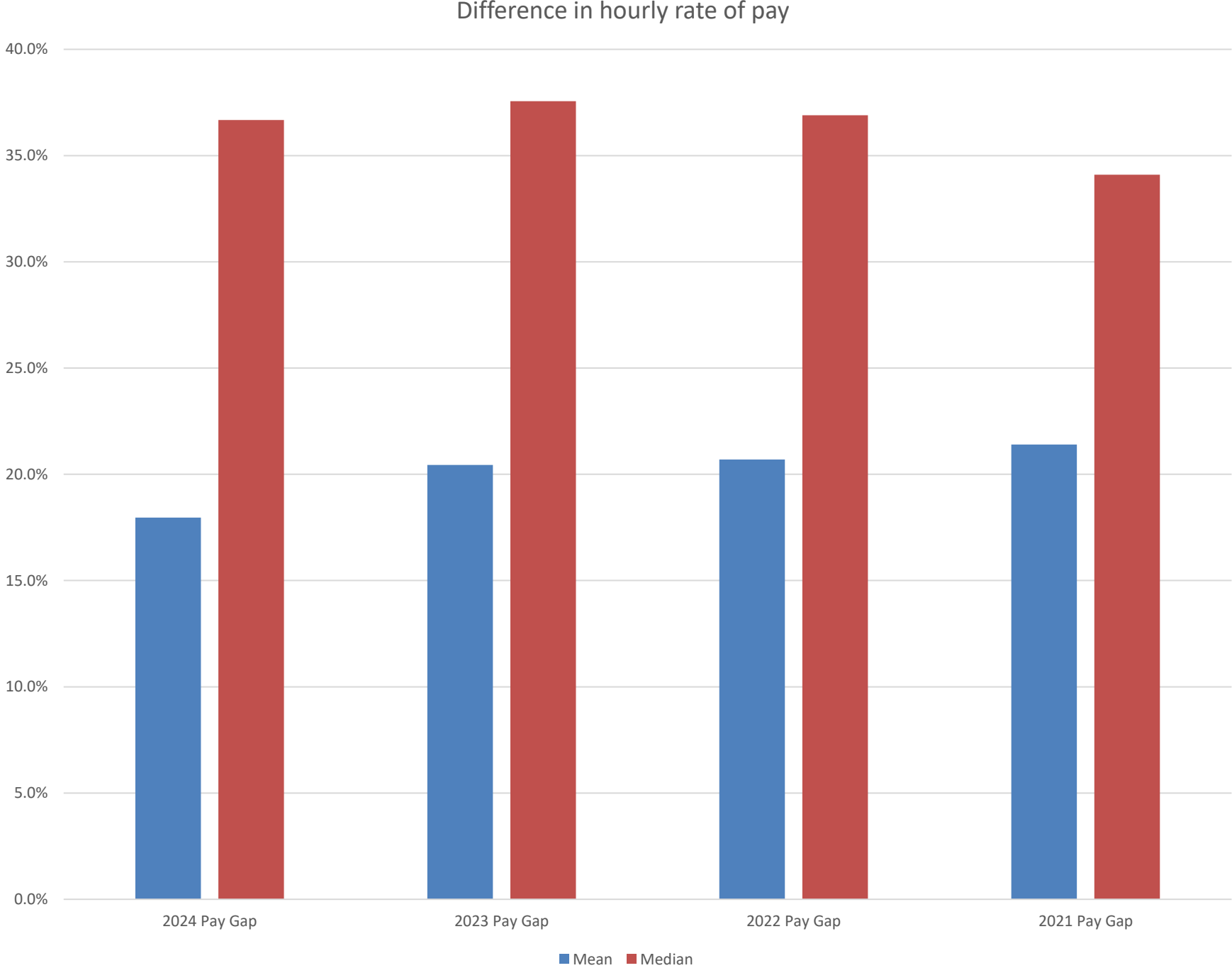
## Headcount 2023

	Total head count	Mean hourly pay rate
Men	76	20.69
Women	341	16.46
Total	417	17.17

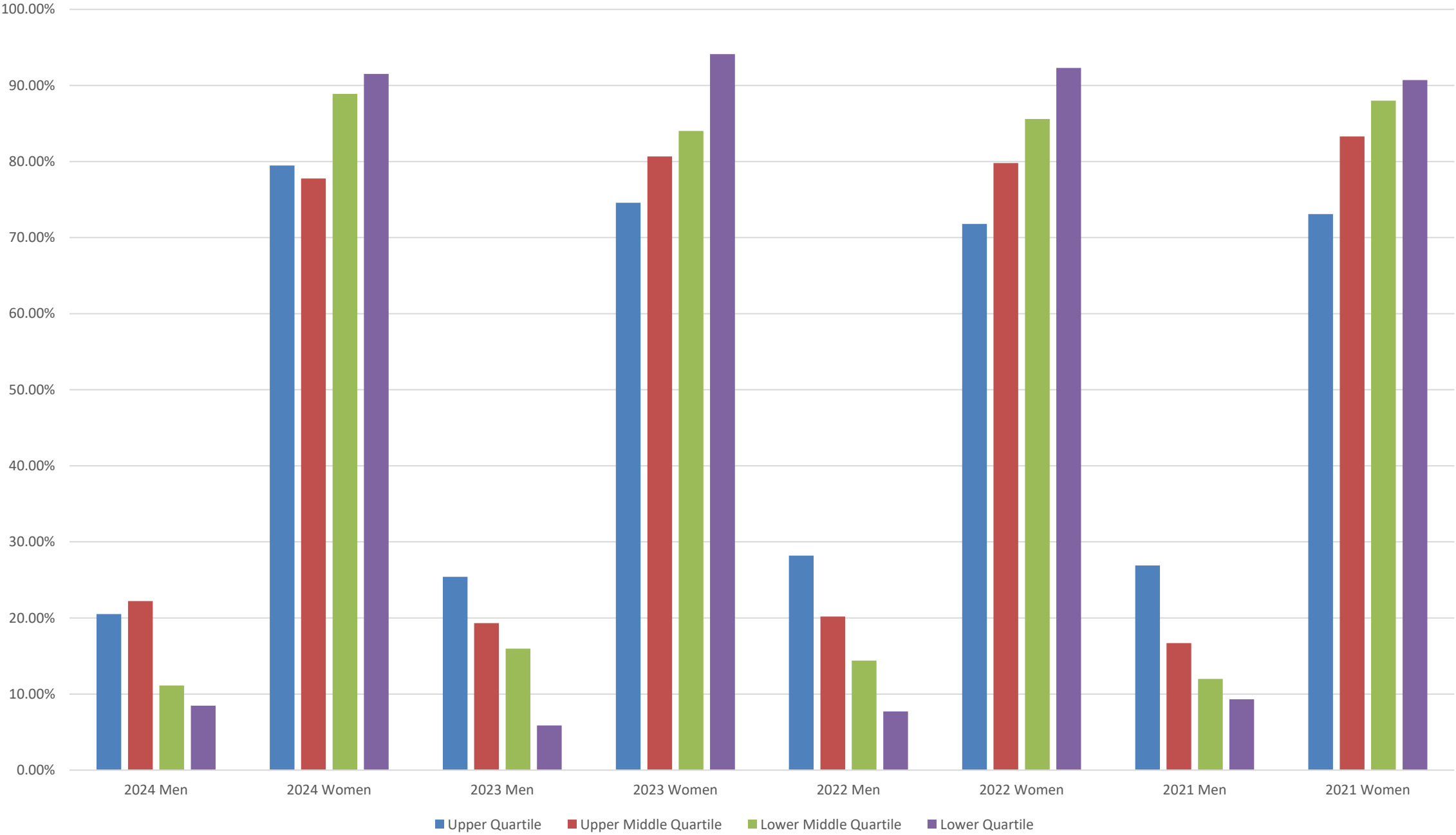


The mean hourly rates for 2024 are currently favouring male employees by 18% a decrease from the 20.44% in 2023.

The median hourly rates for 2024 are currently favouring male employees by 36.7% a decrease from the 37.56% in 2023



Pay Quartiles 2020 - 2024



On 1<sup>st</sup> February 2021 St Nicholas Owen Catholic MAC took on an additional four schools and changed the company name to Emmaus Catholic MAC. This acquisition increased the total staff in 2019 of 278 to 432 in 2021, which has since reduced to 421 in 2024.

The reduction in the Gender Pay Gap in March 2024 is in part due to the implementation of a cleaning contract awarded in February 2024 to an external provider. This meant that cleaners employed by Emmaus were transferred to the company awarded the cleaning contract. As the cleaners were amongst the lowest paid members of staff in Emmaus, and were predominantly female, this has had the effect of narrowing the gap compared to previous years as can be seen in the first table of this report.

Across the MAC out of the 421 employees, 350 are female and 71 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.

