

Gender Pay Report 2019

Legislation

Under the 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.

What data do we need to include and how do we calculate the gender pay gap.

Included in the data is salary information as at 31 March 2019. It uses all basic pay after salary sacrifice, allowances and paid leave processed in March but excludes overtime.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

Our reportable figures

	2019 Pay Gap	2018 Pay Gap
Mean	17.9%	24.5%
Median	25.1%	43.7%

	2019 Men	2019 Women	2018 Men	2018 Women
Upper Quartile	31.4%	68.6%	38.4%	61.6%
Upper Middle Quartile	20.3%	79.7%	19.4%	80.6%
Lower Middle Quartile	11.6%	88.4%	13.9%	86.1%
Lower Quartile	12.9%	87.1%	12.3%	87.7%

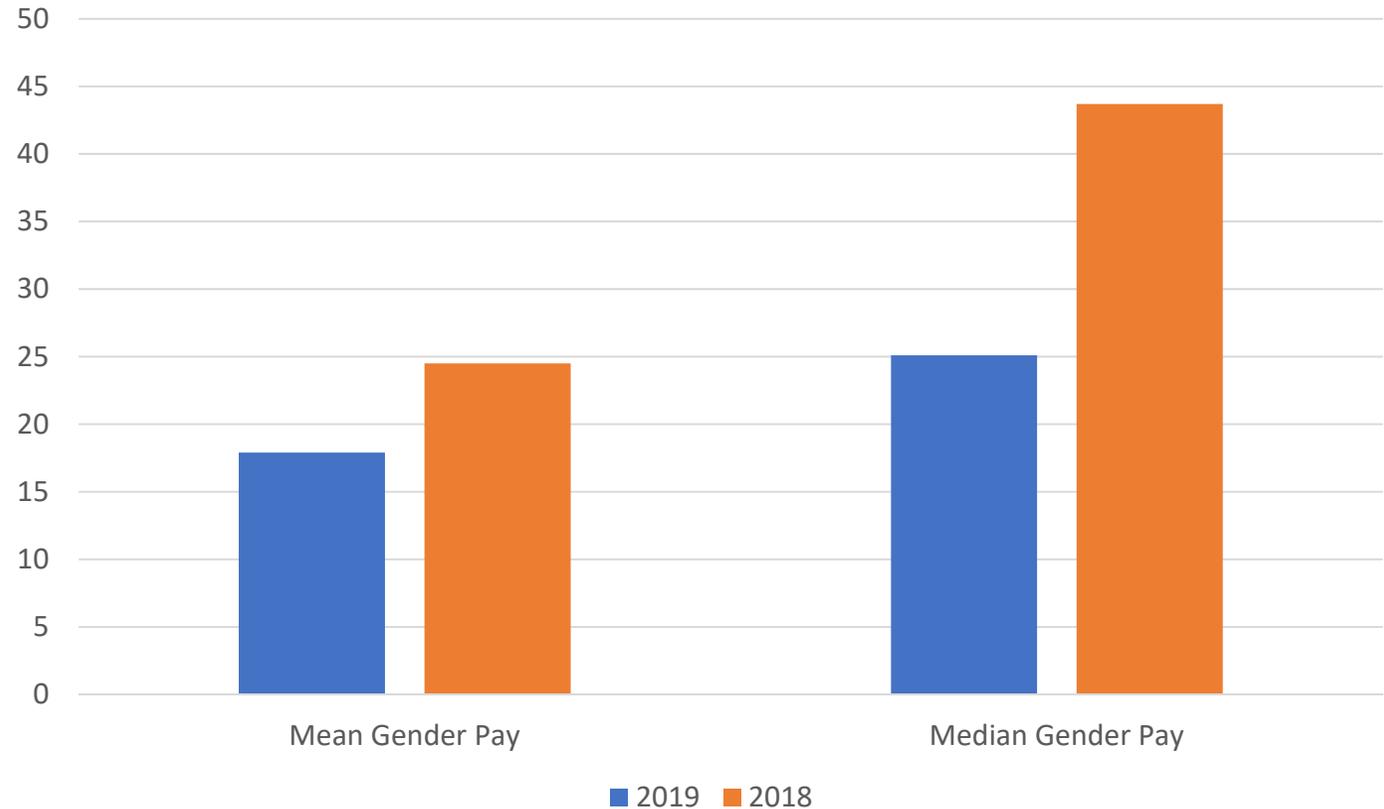
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The mean hourly rates for 2019 are currently favouring male employees by 17.9% a reduction from the 24.5% in 2018.

The median hourly rates for 2019 are currently favouring male employees by 25.1% a reduction from the 43.7% in 2018

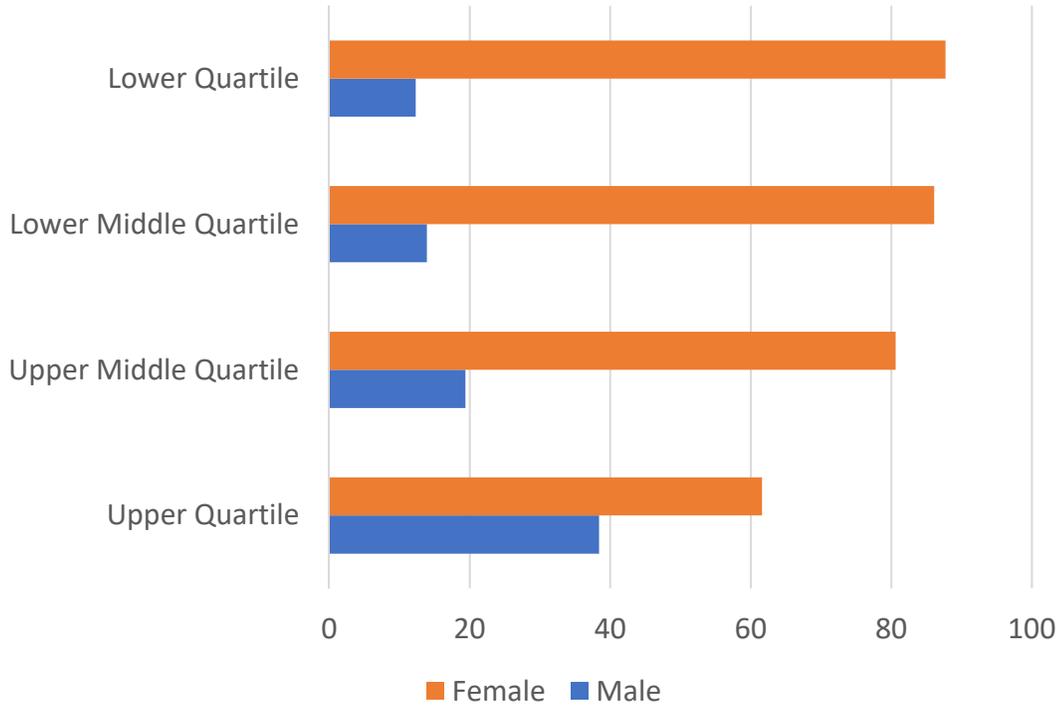
Difference in hourly rate of pay



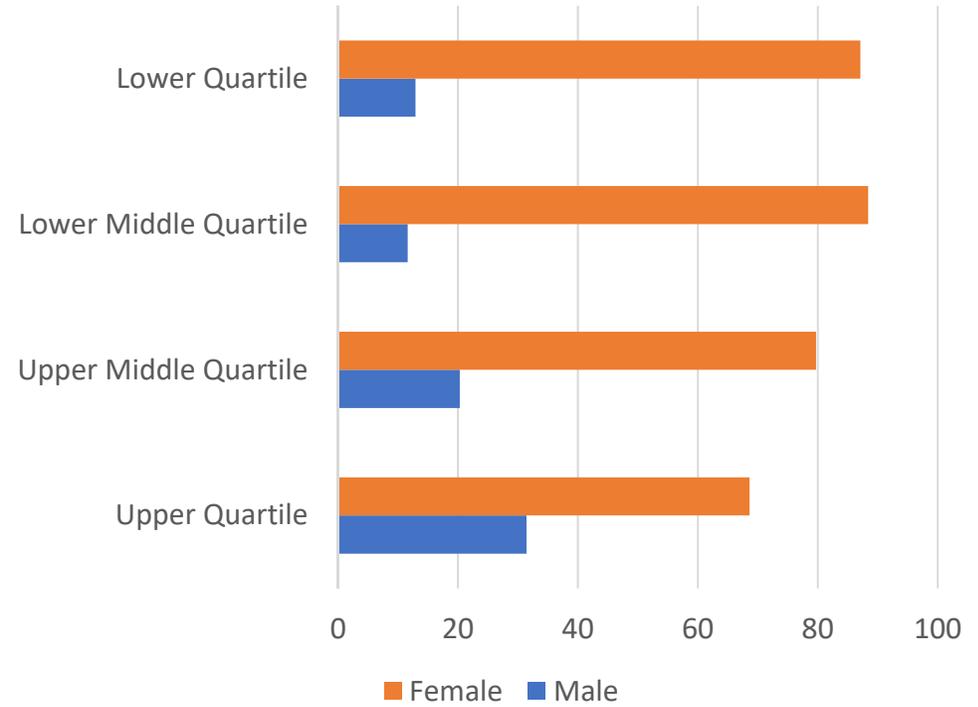
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2018 Pay Quartiles



2019 Pay Quartiles



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Headcount

	Total Head Count	Mean Hourly Pay Rate	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	53	18.73	22	14	8	9
Women	225	15.39	48	55	61	61
Total	278	16.03	70	69	69	70

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St Nicholas Owen Catholic MAC is reporting a reduction in the Gender Pay Gap during 2019 compared to 2018.

This is due to a change in the senior leadership team of the MAC and women replacing previously held male positions.

Across the MAC out of the 278 employees, 225 are female and 53 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 St Nicholas Owen Catholic MAC. Those that teach in primary schools tend to progress to leadership roles.

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 St Nicholas Owen Catholic MAC employees are paid the same hourly rate if performing the same role at the same pay grade.