

# Gender Pay Report 2020

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Together we are committed to excellent education for all  
rooted in Gospel values,  
inspiring a love for life-long learning  
and following the compassion of Christ.

# 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 2020. 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

	2020 Pay Gap	2019 Pay Gap	2018 Pay Gap
Mean	8.7%	17.9%	24.5%
Median	10.0%	25.1%	43.7%

	2020 Men	2020 Women	2019 Men	2019 Women	2018 Men	2018 Women
Upper Quartile	25.4%	74.6%	31.4%	68.6%	38.4%	61.6%
Upper Middle Quartile	22.7%	77.3%	20.3%	79.7%	19.4%	80.6%
Lower Middle Quartile	9.1%	90.9%	11.6%	88.4%	13.9%	86.1%
Lower Quartile	25.4%	74.6%	12.9%	87.1%	12.3%	87.7%

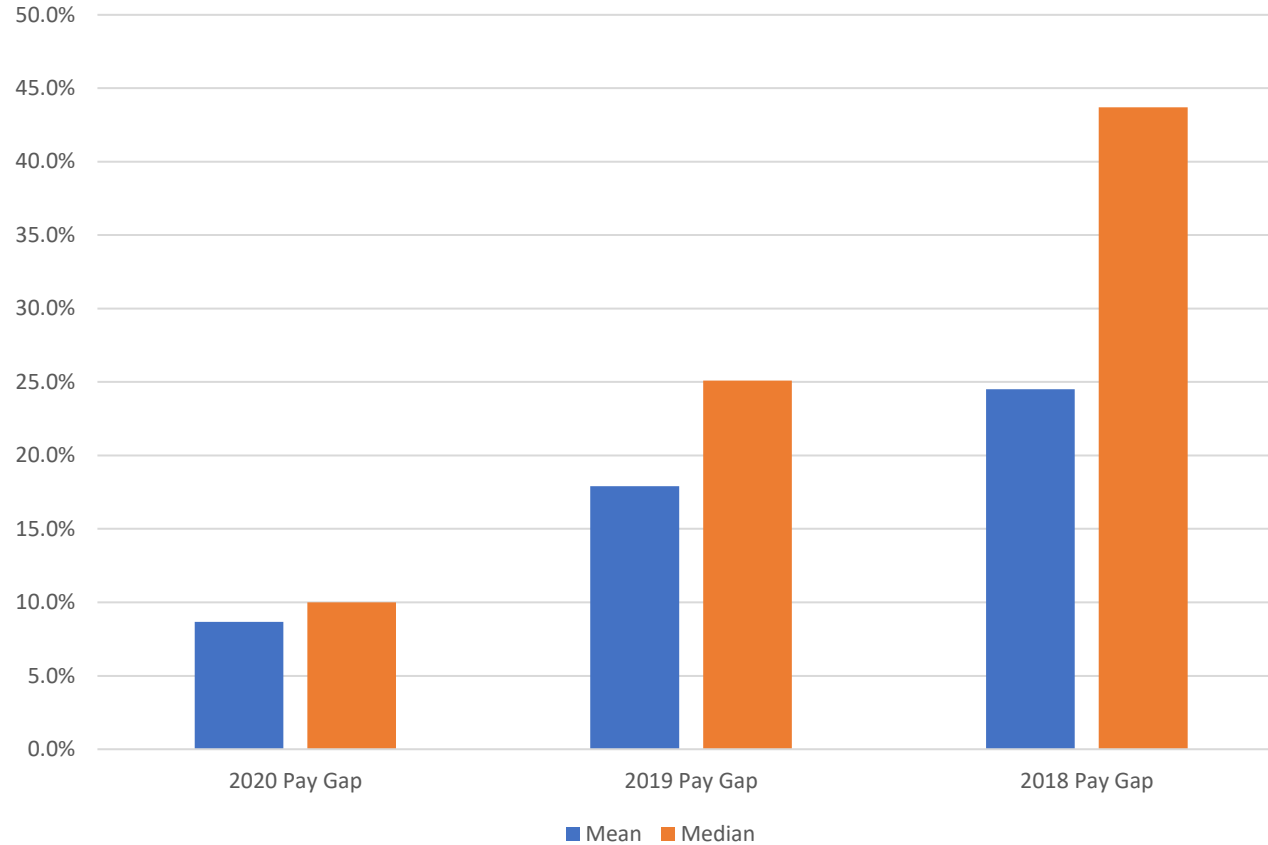
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The mean hourly rates for 2020 are currently favouring male employees by 8.68% a reduction from the 17.9% in 2019.

The median hourly rates for 2020 are currently favouring male employees by 10.01% a reduction from the 25.1% in 2019

Difference in hourly rate of pay



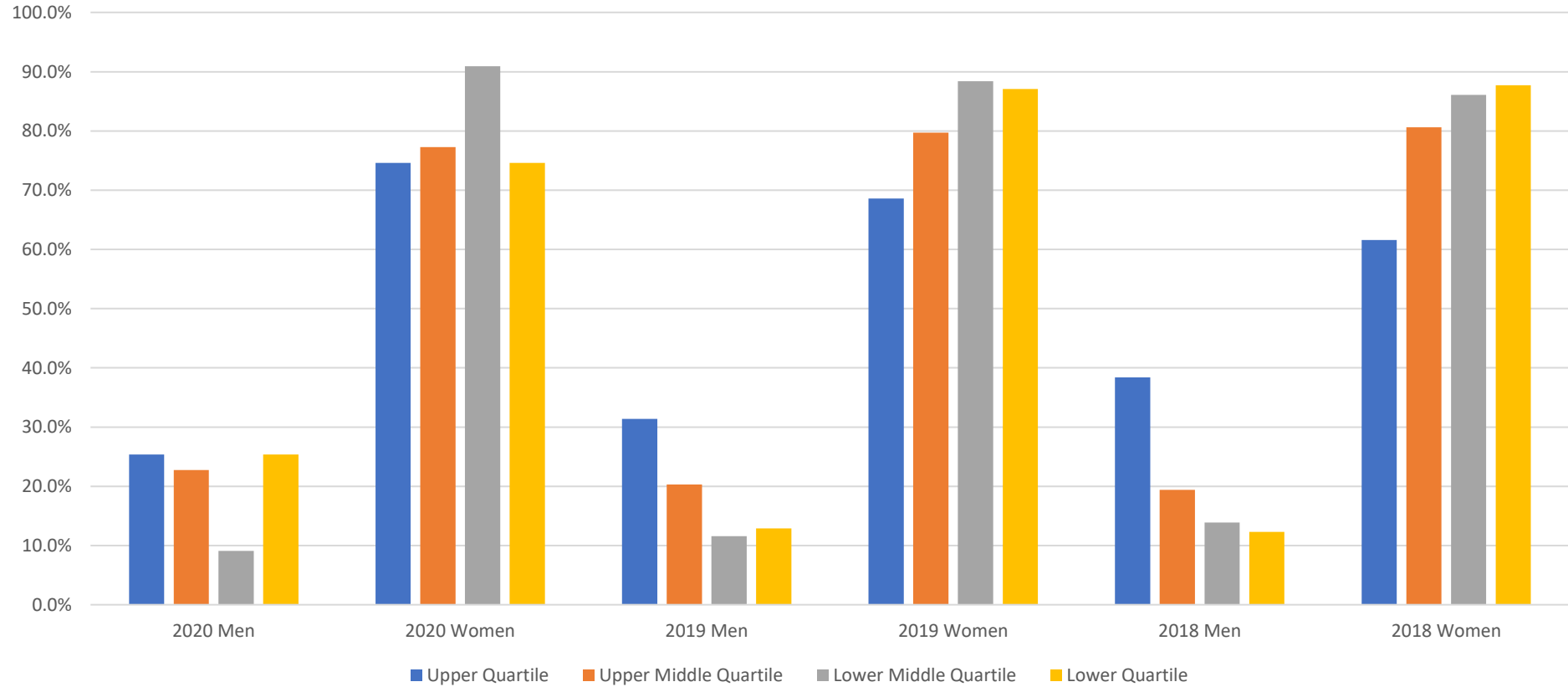
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	2020 Men	2020 Women	2019 Men	2019 Women	2018 Men	2018 Women
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<b>Upper Middle Quartile</b>	22.7%	77.3%	20.3%	79.7%	19.4%	80.6%
<b>Lower Middle Quartile</b>	9.1%	90.9%	11.6%	88.4%	13.9%	86.1%
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### Pay Quartiles 2018 2019 2020



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**Headcount 2020**

	<b>Total head count</b>	<b>Mean hourly pay rate</b>
<b>Men</b>	55	17.79
<b>Women</b>	211	16.25
<b>Total</b>	266	16.56

**Headcount 2019**

	<b>Total head count</b>	<b>Mean hourly pay rate</b>
<b>Men</b>	53	18.73
<b>Women</b>	225	15.39
<b>Total</b>	278	16.03

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St Nicholas Owen Catholic MAC is reporting a reduction in the Gender Pay Gap during 2020 compared to 2019.

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 266 employees, 211 are female and 55 male. With the upper quartile and lower quartile representing the highest proportion of males within the company which evidences the increase in women in leadership roles.

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.