



EMMAUS
CATHOLIC MAC

Gender Pay
Report 2023

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

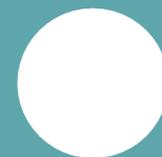
31st March 2023



Our reportable figures

	2023 Pay Gap	2022 Pay Gap	2021 Pay Gap	2019 Pay Gap
Mean	20.44%	20.70%	21.4%	17.9%
Median	37.56%	36.90%	34.1%	25.1%

	2023 Men	2023 Women	2022 Men	2022 Women	2021 Men	2021 Women	2019 Men	2019 Women
Upper Quartile	25.42%	74.58%	28.20%	71.80%	26.9%	73.1%	31.4%	68.6%
Upper Middle Quartile	19.33%	80.67%	20.20%	79.80%	16.7%	83.3%	20.3%	79.7%
Lower Middle Quartile	15.97%	84.03%	14.40%	85.60%	12.0%	88.0%	11.6%	88.4%
Lower Quartile	5.88%	94.12%	7.70%	92.30%	9.3%	90.7%	12.9%	87.1%



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	20.4%	37.6%

Headcount 2023

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

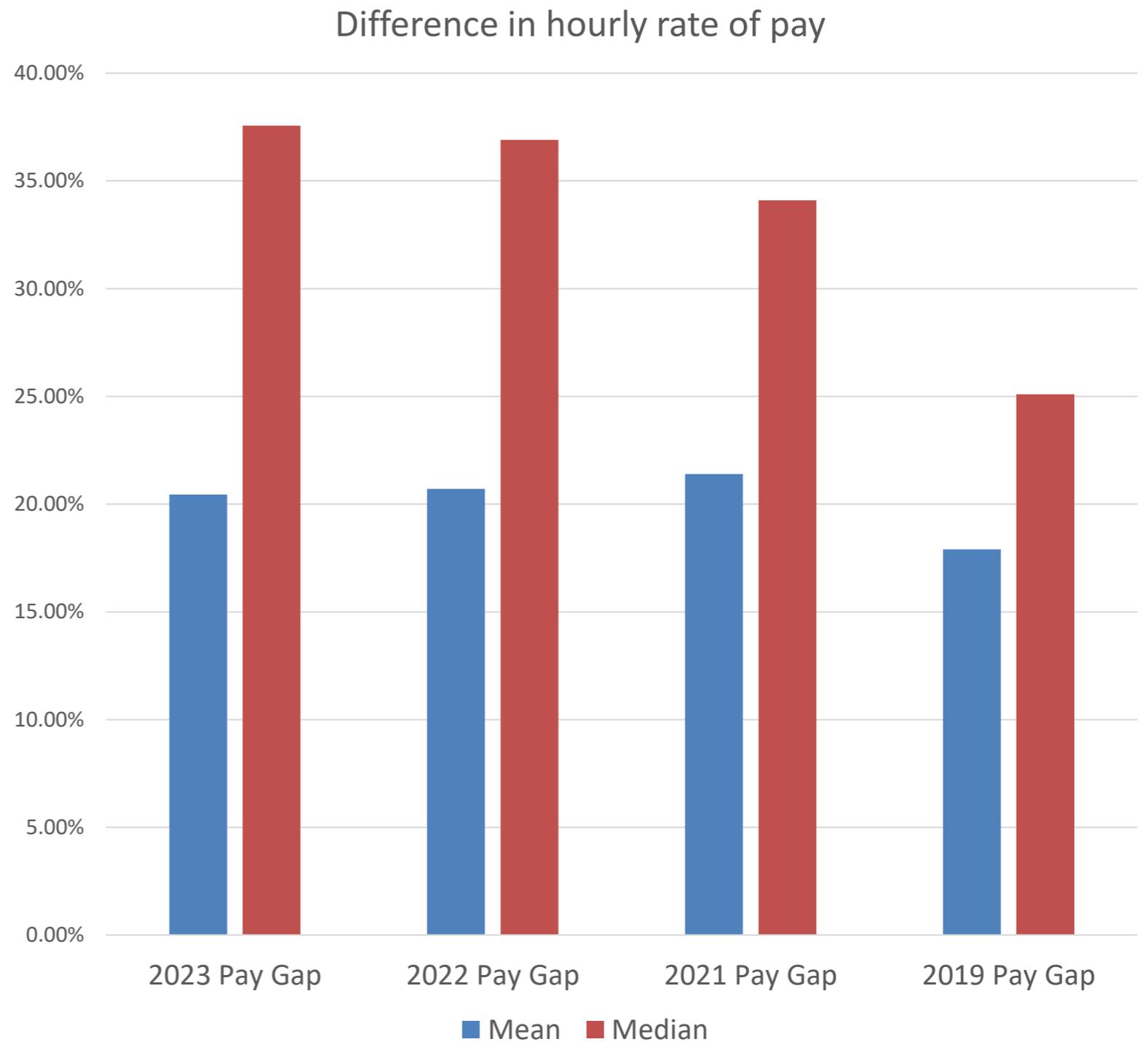
Headcount 2022

	Total head count	Mean hourly pay rate
Men	73	20.29
Women	342	16.09
Total	415	16.83

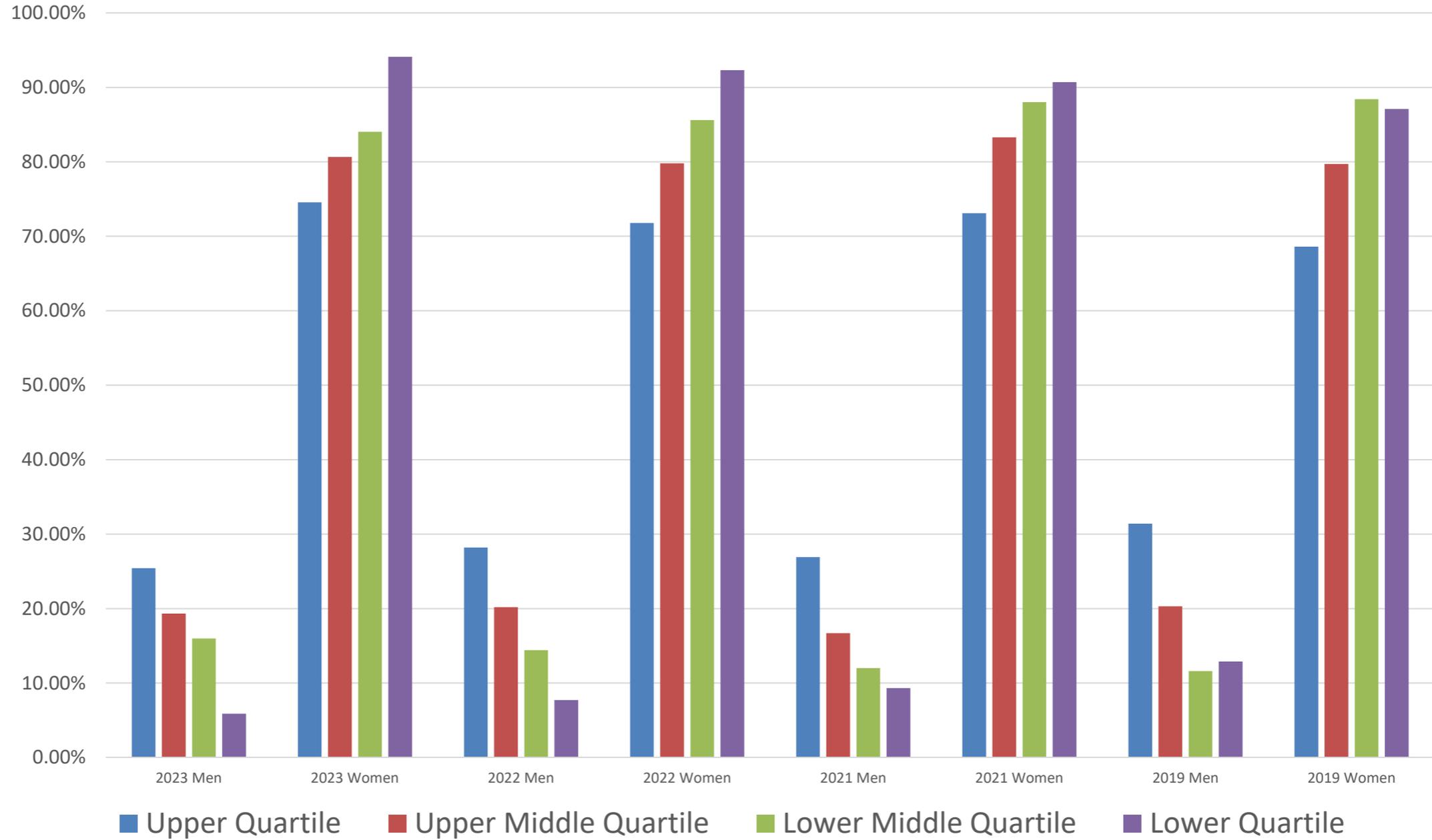


The mean hourly rates for 2023 are currently favouring male employees by 20.44% a decrease from the 20.7% in 2022.

The median hourly rates for 2023 are currently favouring male employees by 37.56% an increase from the 36.9% in 2022



Pay Quartiles 2019 - 2023



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, which has since reduced to 417 in 2022.

Across the MAC out of the 417 employees, 341 are female and 76 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 (cleaning, 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.

