

Gender Pay Gap Report for Staff Employed at 31st March 2022

For organisations with over 250 employees it is now a legal requirement to report every year on the gap in salaries paid to male and female members of staff.

This is the Gender Pay Analysis Report for Our Lady Immaculate Catholic Academies Trust as at the 31st March 2021

At the time of reporting, the academy trust was made of 2 secondary schools and 10 Primary School

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The information below has been produced in response to the requirements of the gender pay gap legislation:

Total employees Male 13.32% (114) Females 86.68% (742) = total 856

No bonuses were paid to staff

Snapshot date – 31st March 2021

Difference in the mean hourly pay			Difference in the median hourly pay
Pay gap % difference male to female		23.76%	53.21%

Snapshot hourly pay gap

	Quartile 1 lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Males (% males to all employees in quartile)	10.28	8.41	15.42	19.16
Females (% females to all employees in quartile)	89.72	91.59	84.58	80.84

Support Statement

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

Directors ensure that salaries across the Trust are consistent for similar roles regardless of the gender of the employee. There are however a greater number of female employees that apply for and hold posts within our lower salary ranges.