

Pax Christi Catholic Academy Trust

Gender Pay Gap Report – March 2017

Introduction

This report contains the Pax Christi Catholic Academy Trust's standard disclosure of the gender pay gap for the multi-academy trust.

All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person "in the middle" of the distribution of pay) and a mean (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender pay gap on bonuses.

The PCCAT welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.

This report provides both the statutory disclosures required, as well as further context around gender pay and the Trust.

Context

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations) expressed as a percentage of the hourly rate of pay of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point) basis.

Nationally, the gender pay gap is 18.4% (Office of National Statistics (ONS) 2017). Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with PCCAT which has a significantly higher proportion of women in the upper quartile of pay.

Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

Gender at the Pax Christi Catholic Academy Trust (Snapshot as at 31/03/2017)

Overall the Trust has an 84.9% female and 15.1% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades. Within the lowest quartile of our pay grades, the Trust has a 94.8% female / 5.2% male mix. As we move to the highest quartile this changes to 77.6% female / 22.4% male.

The overall gender pay gap as at 31 March 2017 is 48.3% on a median basis, compared to the UK median, which is reported by the ONS as 18.4%.

We have a higher proportion of females in every quartile, including the upper quartile, where 77.6% of our staff are female. This illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For support staff, we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

Statutory Disclosures

The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31st March 2017.

As explained above, the analysis of our gender pay gap data shows that almost the entirety of the gap has arisen because we have a relatively higher proportion of women in support roles. We have analysed the data and looked at the figures for teaching and support staff separately – see table below the pay gap reduces significantly when split into groups with the same pay and grading systems. No bonuses are paid to any category of staff.

Although we have a majority of females in the lower pay grades, we also have a majority of females in the upper pay grades. In the upper quartile of pay, 60% of teaching staff are female and 82.5% of support staff are female. This demonstrates that across the categories of staff, the majority of senior roles are held by females.

	Mean Pay Gap (% lower for females)	Median Pay Gap (% lower for females)	Lower Quartile	Middle Lower Quartile	Middle Upper Quartile	Upper Quartile
Whole Trust	26.4	42.8	94.8% female 5.2% male	82.8% female 17.2% male	84.5% female 15.5% male	77.6% female 22.4% male
Teaching Staff	17.9	13.4	88.0% female 12.0% male	87.5% female 12.5% male	87.5% female 12.5% male	60% female 40% male
Support Staff	7.72	15.0	94.1% female 5.9% male	93.9% female 6.1% male	81.8% female 18.2% male	82.4% female 17.6% male

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March 2018