



XAVIER CATHOLIC EDUCATION TRUST– STATUTORY GENDER PAY GAP REPORT

INTRODUCTION

1. This Report contains the Xavier Catholic Education Trust's standard disclosure of the gender pay gap for the multi-academy trust.
2. All companies with 250 or more employees are required to publish their gender pay gap under 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 basis (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 gap on bonuses.
3. The Xavier Catholic Education Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.
4. This report provides both the statutory disclosures required, as well as further context around gender pay at the Xavier Catholic Education Trust.

CONTEXT

5. 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 pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
6. Nationally, the median gender pay gap in the educational sector was 25.9% (Office of National Statistics 2019). Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions and in education there are higher proportions of women in non-teaching roles and these roles are more likely to be paid at a lower rate than teaching roles.
7. Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970's, 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 XAVIER CATHOLIC EDUCATION TRUST
(SNAPSHOT AT 31/3/19)**

8. Overall the Xavier Catholic Education Trust has an 85% female and 15% 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 93.7% female / 6.3% male mix. As we move to the highest quartile, this mix moves to 71% female / 29% male. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.
9. The mean difference in hourly pay across the Xavier Catholic Education Trust is 29.4%, however when analysed by quartile the differences are significantly lower. In the lowest quartile of pay the difference is -0.6%, the second quartile is 4.6%, the third quartile is 2.9% and the top quartile is 9.8%.
10. The mean pay differential within teaching roles is 8.93% and for support roles 18.2%. The majority of females in support roles work in our primary schools as learning support assistants and in administration whilst the males (9%) tend to work in the secondary schools in Estates and ICT roles. In support roles the proportion of women is 91% compared to Teaching roles which is 75%. Of the overall workforce 41% are teaching and 59% support staff.

STATUTORY DISCLOSURES

11. 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 31 March 2019.
12. As explained above, the analysis of our gender pay gap data shows that almost the entirety of the pay gap has arisen because we have a relatively higher proportion of women in support roles.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	29.4%	42.1%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	6.3%	8%	18.8%	29%
Female (% females to all employees in each quartile)	93.7%	92%	81.2%	71%
Average pay gap – difference in pay (female to male)	-0.59%	4.6%	2.9%	9.8%

MANAGEMENT RESPONSE

13. The Xavier Catholic Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. The Xavier Catholic Education Trust follows National and Surrey pay guidelines, for both teaching and support roles and the Trust is pleased that there is a minimal gender gap in posts recognised within the quartiles, which demonstrates that there is equality of opportunity in progression for both genders in this organisation. However, the Trust also recognise that there are significantly higher proportions of women working in support roles (within the lower quartiles). This may be as a consequence of caring commitments which can change what is wanted from a job (see data from the Office from National Statistics, which confirms this as an issue). The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. It is pleasing that there are no issues around equal pay, with men and women within each quartile earning within pence of each other.

14. Whilst understanding that these issues face all companies and the education sector in particular, the Xavier Catholic Education Trust recognises its responsibilities and will continue to:

- Ensure all job roles advertised and the recruitment process eliminates any potential for gender bias.
- Encourage current employees to consider changes in role to enable further progression in their careers and balance the gender bias across support roles.
- Encourage flexible working across all levels within the Xavier Catholic Education Trust.
- Encourage female employees to apply for leadership positions to reduce the pay gap in the upper quartile.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Xavier Catholic Education Trust.


Signed: Ani Magill