



# The Diocese of Westminster Academy Trust.

'A Multi Academy Trust supporting schools in delivering their Mission to provide outstanding Catholic Education for their pupils.'

## Commentary relating to Gender Pay Gap Reporting

**Snapshot Date for calculations: 31<sup>st</sup> March 2017**

### What is Gender Pay Gap Reporting?

Gender Pay Gap Reporting is from The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The government has published The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("2017 Regulations"), which extend the duty to publish statutory calculations every year showing how large the pay gap is between their male and female employees to public sector employers with 250 or more employees.

These 2017 Regulations come into force on the 31 March 2017. This extends the existing public-sector equality duties in England.

### What information must be published annually by Public Authorities?

- the difference between the mean hourly rate of pay of relevant male employees and that of relevant female employees
- the difference between the median hourly rate of pay of relevant male employees and that of relevant female employees
- the difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees
- the difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
- the proportions of relevant male and female employees who were paid bonus pay in the relevant 12-month period
- the proportions of relevant male and female employees in four notional quartiles pay bands.

### What is The Diocese of Westminster Academy Trust?

The Diocese of Westminster Academy Trust is a Catholic Multi Academy Trust within the Diocese of Westminster and it is responsible for running six Secondary Schools and five Primary Schools.

#### **Registered Office:**

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Vaughan House  
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#### **Company no: 7944160**

#### **Correspondence address:**

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The Diocese of Westminster Academy Trust is a charitable company limited by guarantee registered in England and Wales (The Douay Martyrs Catholic Secondary School, The Convent of Jesus and Mary Language College, John Henry Newman Catholic School, Nicholas Breakspear Catholic School, St.Mark's Catholic School, St.Michael's Catholic High School, Our Lady Catholic Primary School, St.Catherines of Siena Catholic Primary School, St.Johns Catholic Primary School, St.Marys Catholic Primary School, St.Thomas More RC Primary School are all business names of The Diocese of Westminster Academy Trust)



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The Trust is committed to working to reduce the gender pay gap by looking at flexible working practices to help to recruit and retain employees, such as continuing to promote job sharing, part-time working and staggered hours wherever possible.

Our organisation has significant female representation across all levels within the Trust and six of our eleven most senior roles within our Trust schools are currently occupied by women.

## **What pay structures does The Diocese of Westminster Academy Trust use for setting salaries for its staff?**

All male and female employees are paid equally based on national pay scales. For teaching staff, the Trust aligns to the School Teachers Pay and Conditions documentation (known as the "Burgundy Book") and to the National Joint Council for Local Government Services Agreement (known as the "Green Book") for Support staff (i.e. non-teaching) roles when setting the Trust Pay Policy. Posts are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair.

## **How as a Trust do we work to reduce any gender pay gaps?**

Talent Management is a key focus for the Trust in ensuring our students receive the very best educational experiences and outcomes ensuring we meet our responsibilities as a Catholic Educating Community, across both our staff and pupils we seek to ensure:

**Catholic Education is person-centred:** It promotes the dignity, self-esteem and full development of each person who is made in God's image and uniquely loved by God.

**Catholic Education is inclusive.** It is respectful of and engages with people of all beliefs; it encourages the religious development of all in their own faith.

**Catholic Education is rooted in the Gospel values** of Respect for Life, Love, Solidarity, Truth and Justice; it aims to harmonise faith and culture, build a better society, and pursue the Common Good.

Therefore, as a Trust across our schools we will always seek to recruit the best person for any post regardless of gender. The Trust encourages all staff to take up formal and on the job training opportunities, ensure that there is fair access to developmental opportunities and encourage. The Strategic Board and our Local Governing Boards understand the importance of investing in both recruitment and retention and look at whether a post can be considered for flexible working arrangements, job sharing, encouraging the take-up of

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shared parental leave, maintaining regular contact with staff on parental leave / career breaks and offering support to enable staff to return after a caring break.

## What was the " Snapshot" data for our Trust on 31<sup>st</sup> March 2017?

|                                 |  |
|---------------------------------|--|
| The mean gender pay gap         | 24.4%  |
| The median gender pay gap       | 27.3%  |
| The mean bonus gender pay gap   | N/A  |
| The median bonus gender pay gap | N/A  |
| Quartiles calculations          | Male employees at snapshot date 228<br>Female employees at snapshot date 710 |
| Lower Quartile                  | 14.2% were Male (33)<br>85.8% were Female (200)                              |
| Lower Middle Quartile           | 21.4% were Male (50)<br>78.6% were Female (184)                              |
| Upper Middle Quartile           | 22.6% were Male (53)<br>77.4% were Female (182)                              |
| Upper Quartile                  | 38.9% were Male (92)<br>61% were Female (144)                                |

The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff. Within the Trust the females occupy a full spectrum of roles from Head teachers, teachers, teaching assistants, nursery nurses, site managers, caterers, lunch-time supervisors, and cleaners etc. This gives an average for gender pay gap purposes based on the full spectrum of roles from the most senior Head Teachers through to lunchtime supervisors and cleaners.

Males within the organisation tend to occupy Head teacher, teacher, IT Technician and site manager roles and there are few males in lower paid roles such as teaching assistants, administrators, and cleaners. This gives an average for gender pay gap purposes based on a much narrower spectrum of roles than for the females within the organisation.

The Strategic Board of the Trust will benchmark our gender pay gap results with similar organisations within the education sector, where clear comparisons can be made, and improvement areas identified and actioned.

March 2018 Final published Gender Pay Report Strategic Board

Review date for Strategic Board: January 2019

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