

Gender pay gap report

SNAPSHOT DATE: 31.03.2023

On 31st March 2023 the Romero Catholic Academy Trust employed 577 people with relevant pay; 127 men and 450 women. As an organisation employing more than 250 people Romero Catholic Academy Trust is required to share its statistics relating to the “gender pay gap” between women and men employed by the Trust. This information is shared on the Trust website and the Government website. The data is set out in this report and compares the mean (average) and median (middle) hourly pay of all women and men employed across the whole Trust, irrespective of their roles. It is not a salary comparison exercise.

The data shows that men at the Romero Catholic Academy Trust are, on average, paid 23.35% (mean average) and 41.30% (median average) more per hour than women. In our schools the figures will be affected substantially by the fact that there are many more women working in support roles that feature in the lower quartiles, such as cleaners, welfare and catering assistants, general administration staff and some teaching assistants. The Trust considers the reason for this is due to these contracts being part-time / term-time only, which provide work opportunities that are attractive to females who have childcare / family commitments. There are predominantly more females across the workforce, therefore the gap between the ‘average’ female hourly rate of pay and the ‘average’ male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role.

Romero Catholic Academy Trust is committed to the promotion of equality of opportunity for employees and supports the fair treatment of all staff. The Trust applies the national pay scales for teaching staff and uses the pay frameworks from the local authority in which we operate for our support staff, to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

As a Catholic Trust, values of fairness and equality are promoted and upheld at all levels at every opportunity. Whilst we have confidence that our processes and systems operate in full transparency and parity, as a Trust we will monitor our Gender Pay Gap along with other factors to ensure we are consistently improving in this area.

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	23.35%	41.30%

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	0%	0%

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)	0%
Female employees (% paid a bonus compared to all female employees)	0%

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)	8%	16%	26%	39%
Female (% females to all employees in each quartile)	92%	84%	74%	61%

SUPPORTING STATEMENT

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 Romero Catholic Academy Trust.



Signature:

Date: 24.03.24

Status/position: CEO