



**OUR LADY
OF LOURDES**

CATHOLIC MULTI-ACADEMY TRUST



Gender Pay Gap Report

As at 31 March 2019

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers with 250 or more employees in the UK to publish details of their gender pay gap by producing the following information:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay, over a 12 month period, between male and female employees
- the difference in median bonus pay, over a 12 month period, between male and female employees
- the proportion of male and female employees receiving a bonus payment during the 12 month period
- the proportion of male and female employees in each quartile band

The following figures are the data for the Our Lady of Lourdes Catholic Multi-Academy Trust at our 'snapshot date' of 31 March 2019.

1. Mean Hourly Rate

Mean Hourly Rate Male £23.74

Mean Hourly Rate Female £18.81

Mean Gender Pay Gap % 20.79%

2. Median Hourly Rate

Median Hourly Rate Male £21.86

Median Hourly Rate Female £12.79

Median Gender Pay Gap % 41.49%

3. Bonus Pay Gap

No bonuses were paid

4. Quartile Distribution

	Total number in quartile	% Male	% Female
Upper quartile	293 (74 M, 219F)	25.26%	74.74%
Upper middle quartile	292 (66 M, 226 F)	22.60%	77.40%
Lower middle quartile	293 (42 M, 251 F)	14.33%	85.67%
Lower quartile	292 (28M, 264 F)	9.59%	90.41%

All male and female employees are paid equally on national pay scales. Support staff (i.e. non-teaching) roles 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 job are job evaluated to ensure that the pay for the role is fair. We always recruit the best person for any post regardless of gender.

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.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap Information for the Academies within the Our Lady of Lourdes Catholic Multi-Academy Trust.



James McGeachie
Chief Executive Officer
Our Lady of Lourdes Catholic Multi-Academy Trust