



**OUR LADY  
OF LOURDES**

CATHOLIC MULTI-ACADEMY TRUST



# Gender Pay Gap Report

As at 31 March 2021



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 2021.

### **1. Mean Hourly Rate**

Mean Hourly Rate Male            £24.20

Mean Hourly Rate Female        £19.87

**Mean Gender Pay Gap %        17.91%**

### **2. Median Hourly Rate**

Median Hourly Rate Male        £21.74

Median Hourly Rate Female      £13.61

**Median Gender Pay Gap %      37.40%**

### **3. Bonus Pay Gap**

No bonuses were paid

#### **4. Quartile Distribution**

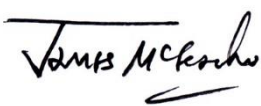
	<b>Total number in quartile</b>	<b>% Male</b>	<b>% Female</b>
Upper quartile	319 (77 M, 242F)	24.14%	75.86%
Upper middle quartile	319 (68 M, 251 F)	21.32%	78.68%
Lower middle quartile	319 (50 M, 269F)	15.67%	84.33%
Lower quartile	319 (41 M, 278 F)	12.85%	87.15%

We have seen a reduction in our gender pay gap from 2020 to 2021, with the mean gender pay gap reducing by 2.93% and median gender pay gap reducing by 2.14%. With reductions also being noted within the lower and upper quartile.

All male and female employees continue to be 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**