

Our Lady of Lourdes Catholic Multi Academy Trust

Gender Pay Gap Submission 2024

Introduction

Our Lady of Lourdes Catholic Multi Academy Trust (CMAT), in line with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, publish details of our 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

We have published our data since the formation of the Our Lady of Lourdes CMAT in 2018.

The data below shows the gender pay gap that exists within Our Lady of Lourdes CMAT, based on hourly rates of pay for all relevant employees as of 31 March 2024. We had no bonuses paid in the 12 months to 31 March 2024.

Snapshot Date – 31 March 2024

Mean Hourly Ordinary Pay			Mean Gender Pay Gap
Female	Male	Total	
22.14	27.70	23.21	20.07%

Median Hourly Ordinary Pay			Median Gender Pay Gap

Female	Male	Total	
14.14	25.09	15.06	43.64%

	Total	Female	Male
1st (lower) Quartile	491	433	58
2nd Quartile	491	414	77
3rd Quartile	492	377	115
4th Quartile	491	362	129
Organisation	1965	1586	379

	Female	Male
1st (lower) Quartile	88.28%	11.8%
2nd Quartile	84.3%	15.7%
3rd Quartile	76.6%	34.4%
4th Quartile	73.7%	26.3%
Organisation	80.71%	19.29%

No bouses were paid to female or male staff and therefore non reportable.

Women earned 56p for every £1 that men earned (comparing median hourly pay). Women made up 73.7% of employees in the highest paid quarter, and 88.2% of employees in the lowest paid quarter. Women's mean (average) hourly pay was 20.1% lower than men's.

With a higher percentage of women in the lower pay quartiles, the average earnings for female employees are likely to be lower compared to male employees. This contributes to a wider gender pay gap.

Conversely, fewer women in the higher pay quartiles means fewer women are earning higher salaries, which further exacerbates the pay gap.

Our Lady of Lourdes CMAT distribution



How do we compare?

The mean gender pay gap for the school for the school sector is 17.1 per cent, and the median is 27.8 per cent, meaning our gender pay gap is higher than average of other multi academy schools (Employer Link 2024). Outlined below is how we compare to our sister Trusts as well as three other local Trusts.

Employer Name	Mean	Median
OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY TRUST	20.1	43.6
ST RALPH SHERWIN CATHOLIC MULTI ACADEMY TRUST	18.6	48
ST THOMAS AQUINAS CATHOLIC MULTI ACADEMY TRUST	22.5	42.1
FLYING HIGH TRUST	33	47
L.E.A.D. ACADEMY TRUST	21	30
NOVA EDUCATION TRUST	16.63	27.37

Our gender pay gap has remained broadly the same compared to last year.

What are the underlying causes of the gender pay gap?

The Trust acknowledges several key factors contributing to the gender pay gap:

1. **Role Distribution:** Women are predominantly found in lower-paid roles such as teaching assistants and support staff, while men are more likely to occupy higher-paid leadership positions. This is a common trend within the public sector and specifically in education, where a significant portion of the workforce is female.
2. **Structured Pay System:** The Trust's Pay Policy ensures that staff are paid fairly for 'like work'. Therefore, the gender pay gap does not arise from unequal pay for the same roles. Instead, it is influenced by the types of roles and contract arrangements that men and women hold within the Trust.
3. **Part-Time and Lower-Paid Roles:** A large proportion of lower-paid and part-time roles are filled by women. This affects their total number of hours worked per week, the number of weeks worked each year, and their average hourly salaries.

By addressing these factors, the Trust can work towards reducing the gender pay gap and promoting a more equitable workplace.

Our Actions

All permanent roles within the Trust are advertised externally to provide equal opportunities for all. This is done centrally, which ensures that pay bandings are being

applied consistently across the Trust. We also use the NJC job evaluation scheme to strengthen this.

This also ensures that pay bandings particularly for support staff are being applied consistently across the Trust. We are continuing to explore how our organisation can create a more even gender balance, encouraging gender neutral language across the recruitment process.

We also continue to review recruitment and selection training which is provided to those who are part of the recruitment process across the Trust to ensure the gender pay gap is promoted and to support them in erasing bias from the process. We have strengthened our Flexible Working offer to all staff across the Trust and the Board will review this data annually in line with statutory requirements and ensure that actions are in place to address the balance where it is possible to do so.