

St John the Baptist Catholic Multi Academy Trust Gender Pay Gap Report

St John the Baptist



Catholic Multi Academy Trust

Snapshot date: 31 March 2020

Difference in mean and median hourly rate of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|--------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap. % difference male to female | 25.6% | 39.6% |

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%, no bonuses paid | 0%, no bonuses paid |

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) | 10% | 15% | 14% | 32% |
| Female (% females to all employees in each quartile) | 90% | 85% | 86% | 68% |

Supporting statement

I confirm that the information published here is accurate.

Signature: Brian Conway Date: 12 April 2021

Status/position: CEO

Supporting narrative

Commentary:

The report to 31 March 2020 for St John the Baptist Catholic MAT is based on data covering 580 relevant employees across 9 Primary Schools and 1 High School in Norfolk, North Suffolk and Peterborough. For all our schools the employee demographic is overwhelmingly female, with 82% of employees being female. The gender pay gap reported within the organisation is driven by large numbers of female employees who hold part time, low hour, low pay scale roles that are inherent to the nature of educational sector. Nearly 90% of roles in “Quartile 1 – Lower” are covered by female staff resulting in a significant median and mean gender pay gap for the Trust.

Between 2019 and 2020 the median hourly pay difference reduced from 52.68% to 39.6%, while the mean hourly rate difference remained broadly the same. The information for the individual schools differs school by school, with three academies showing gender pay gap in favour of women and one academy currently employing only women.

In 2019/20 we developed the Gender Pay Gap Action plan which aims to help us understand our Gender Pay Gap and signal to employees and the public our commitment to taking serious steps to tackle it. Due to the current pandemic, the rollout of the action plan has been paused.

The Trust nevertheless monitors pay carefully, with the support of the Unions, to ensure that the Gender gap narrows and eventually closes within all the sectors of the workforce.