



# Blessed Holy Family

## Catholic Academy Trust

## Gender Pay Gap Report

### December 2021

#### Trust data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Blessed Holy Family Catholic Academy Trust is required to measure and report on the gender pay gap in our organisation.

At the time of reporting, Blessed Holy Family Catholic Academy Trust has four academies, one secondary and three primary. The Trust employs all staff across the academies.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and leaders. For support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services) and local variations for grades. Our Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

However, it is clear from our data that we employ a much larger proportion of females than males in all quarters, but particularly more men in the upper and upper middle quarters and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which roles are part time).

Under the regulations, there is a requirement to report on the following six measures:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- mean bonus gender pay gap (if relevant).
- median bonus gender pay gap (if relevant).
- proportion of males and females receiving a bonus payment (if relevant).
- proportion of males and females in each pay quartile.

**SNAPSHOT DATE: 31<sup>ST</sup> MARCH 2021**



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### All Employees

#### Gender balance of relevant workforce

	Total Number	Percentage
Male employees	26	8.52%
Female employees	279	91.48%

#### Difference in mean and median hourly rates of pay

	Difference in mean hourly rate	Difference in median hourly rate
Pay gap (% difference male to female)	18.63%	34.3%

#### Difference in mean and median bonus pay

	Difference in mean bonus	Difference in median bonus
Pay gap (% difference male to female)	-100%	-100%

#### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees	3.9%
Female employees	0%

#### Proportion of male and female employees according to quartile pay bands

	Q1 Lower	Q2 Lower middle	Q3 Upper middle	Q4 Upper
Male (% males to all employees in quartile)	7.6%	4.4%	13.2%	9.8%
Female (% females to all employees in quartile)	92.4%	95.6%	86.8%	90.2%



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### Supporting narrative

The Trust employs significantly more females than males. The job roles at the Trust are divided between support staff and teaching staff as follows:

	Support staff	Teaching staff
Number of posts	190	115
Percentage of total staff	62.3%	37.7%

The majority of support staff are part time where as the majority of teaching staff are full time:

	Support staff	Teaching staff
Number of full time posts	8	91
Percentage of total staff group	4.2%	79.1%

Of the 5 full time posts amongst the support staff, 6 are held by males and 2 by females.

The Trust employs a large number of staff in relatively low pay roles including Learning Assistants, Midday Supervisors, Playworkers, Cleaners and Canteen Assistants; the vast majority of these are female. The majority of the higher paid workers in the Leadership Group are also, however, female:

	Female	Male
Number of full time posts	14	5
Percentage of total staff group	73.7%	26.3%

This balance means that when we work out the mean pay difference using the full time equivalent number of male and female staff the pay gap is -18.1%, indicating that the FTE of posts held by females is paid at a higher hourly rate than the FTE of posts held by males.

### Action plan

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



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The Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- maintains nationally recognised pay scale for teachers and support staff
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The Trust is, therefore, confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

The Trust operates within both the public sector, and specifically education, where it is common for a high proportion of the workforce to be female.

The Trust will monitor this data on an ongoing basis as growth.