

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

St John the Baptist



Catholic Multi Academy Trust

Snapshot date: 31 March 2018

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	26.8%	48.7%

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)	11%	16%	23%	37%
Female (% females to all employees in each quartile)	89%	84%	77%	63%

Supporting statement

I confirm that the information published here is accurate.

Signature: Brian Conway Date: 26th March 2019

Status/position: CEO

Supporting narrative

Commentary:

The St John the Baptist Catholic MAT has 499 assignments based across 6 Primary Schools and 1 High School in Norfolk and North Suffolk. The employee demographic is overwhelmingly female, 76% of employees are female. However, the Gender Pay analysis shows that males are more highly represented in the upper two quartiles of the pay analysis and therefore there is a substantial median and mean gender gap.

It must be stressed that there are substantially more females than males in every quartile of the employment demographic.

This gap is primarily explained by the fact that the male demographic amongst employees is much higher amongst the teaching staff (who appear almost exclusively in the first and second quartiles) compared to the support staff (Admin, Teaching Assistants, Site, Support etc. who in effect make up the third and fourth quartiles). Teaching staff are paid more highly in Schools than support staff, appearing in the first and second quartile of the analysis. This is typical of the education sector as a whole. Within the teaching demographic the pay gap is much closer between male and female. The Trust is monitoring pay progression carefully, with the support of the Teaching Unions, to ensure that the Gender gap closes within all the sectors of the workforce. Annual monitoring of pay and performance management systems is reviewed to ensure that we can develop more rapidly towards full pay equality. In the last year the difference in the percentage of females to males in both the two upper quartiles has reduced by 4%, which demonstrates that more female employees are joining the higher paid sectors of our workforce than male employees.

The Academy Trust is taking action to increase the numbers of female staff who are aspiring towards school leadership and the current profile of senior leadership at CEO, Head and Deputy Level within the Trust is 23% male and 77% female.

The Trust is also keen to recruit more males into admin and support roles to address the gender imbalance within the lower two quartiles.