



## **Gender Pay Gap Report March 2024**

Bishop Wilkinson Catholic Education Trust supports and partners with five secondary schools, one middle school, one first school and forty-one primary schools in the west of our Diocese. Our designated schools are located in four different Local Authorities: Northumberland, Gateshead, Sunderland and Durham.

This report details a snapshot of our organisation's gender pay data as of 31 March 2024 with a total 1940 employees.

### **Gender Pay Gap Reporting**

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.









Bishop Wilkinson Catholic Education Trust is an equal pay employer. The Trust Pay Policy follows national pay and conditions for teaching staff and support staff. These measures ensure that men and women are paid equally for doing the same job within the Trust.

Publishing gender pay gap data on an annual basis will help employers, including ourselves, to see where action to close the gender pay gap is most needed. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Bishop Wilkinson Catholic Education Trust does not operate a bonus scheme therefore there is no data to publish for staff bonuses.

## Our Gender Gap Pay results

The table below shows the percentage of men and women in each hourly pay quarter.

<p><b>Quartile 1</b> - includes all employees whose standard hourly rate places them at below the lower quartile</p> <p>70%   30%</p>	<p><b>Quartile 2</b> - includes all employees whose standard hourly rate places them above the lower quartile but at below the median</p> <p>75%   25%</p>
<p><b>Quartile 3</b> - includes all employees whose standard hourly rate places them above the median but at or below the upper quartile</p> <p>81%   19%</p>	<p><b>Quartile 4</b> - includes all employees whose standard hourly rate places them above the upper quartile</p> <p>90%   10%</p>
<b>Grand Total % female staff is 79%</b>	<b>Grand Total % of male staff is 21%</b>

	Female Staff	Male Staff	GAP
Mean (average) gender pay gap using hourly pay	£25.15	£32.13	21.7%
Median gender pay gap using hourly pay	£16.67	£29.27	43.0%



## **Narrative**

Bishop Wilkinson Catholic Education Trust is confident that men and women are paid equally for doing equivalent jobs across the trust and that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our gender pay gap is the result of the roles in which men and women work within our organisation and the salaries that those roles attract.

The Trust employs more women than men across each school and quartile within the Trust. This reflects a national pattern in schools; more women than men teach, particularly in the primary age range and more women than men work in other school roles such as cleaning, catering and office-based employment.

Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. For instance, if we were to have a female, instead of a male chief executive, the leadership mean gender pay gap would change significantly.

Similarly, based on how the gender pay gap is calculated, if the Trust were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap.

Bishop Wilkinson Catholic Education Trust is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making. Furthermore, we plan to extend our processes of evidence-gathering to include qualitative data. We will do this through a consultation exercise, across all areas and levels of the organisation, to identify the barriers (and the drivers) for women employees.