Bishop Chadwick Catholic Education Trust

Gender Pay Gap (2022)

BCCET, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between male and female employees.

There is a requirement to report on 6 measures;

- The difference between the mean average pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The difference between the mean bonus pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The proportion of males and females who received a bonus payment
- The proportion of males and females in each pay quartile

It is important to note that this is not the same as the requirement to pay men and women equal pay for equal work. Gender pay reporting shows the balance of men and women at all levels and the effect this has on the average hourly rates of pay across the organisation as a whole.

Context

BCCET had 1,171 employees on the snapshot date of 31 March 2022, 84% female and 16% male. At the previous snapshot date of 31 March 2021, BCCET had 941 employees, 80% female and 20% male. At the previous snapshot date of 31 March 2020, BCCET had 357 employees, 75% female and 25% male.

BCCET is an equal opportunities employer. We support fair treatment for all, irrespective of gender through consistent application of our transparent policies and procedures. The Trust now has Trust level policies for key elements linked to pay, including;

- Safer Recruitment Policy
- Recruitment & selection procedures & guidance
- Appraisal Policy
- Pay Policy

Bishop Chadwick Catholic Education Trust

Gender Pay Gap (2022)

Mean Gender Pay Gap – 29%

The mean (average) gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

The average mean hourly rate paid to female employees within the Trust, taking in to account all grades, is 29% lower than the average hourly rate paid to men.

The mean gender pay gap reported for March 2021 was 26%.

2020	21%	2021	26%	2022	29%

Median Gender Pay Gap – 60%

The median gender pay gap figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

The average median hourly rate paid to female employees within BCCET, taking in to account all grades, is 60% lower than the average hourly rate paid to men.

The median gender pay gap reported for March 2021 was 55%.

2020	46%	2021	55%	2022	60%

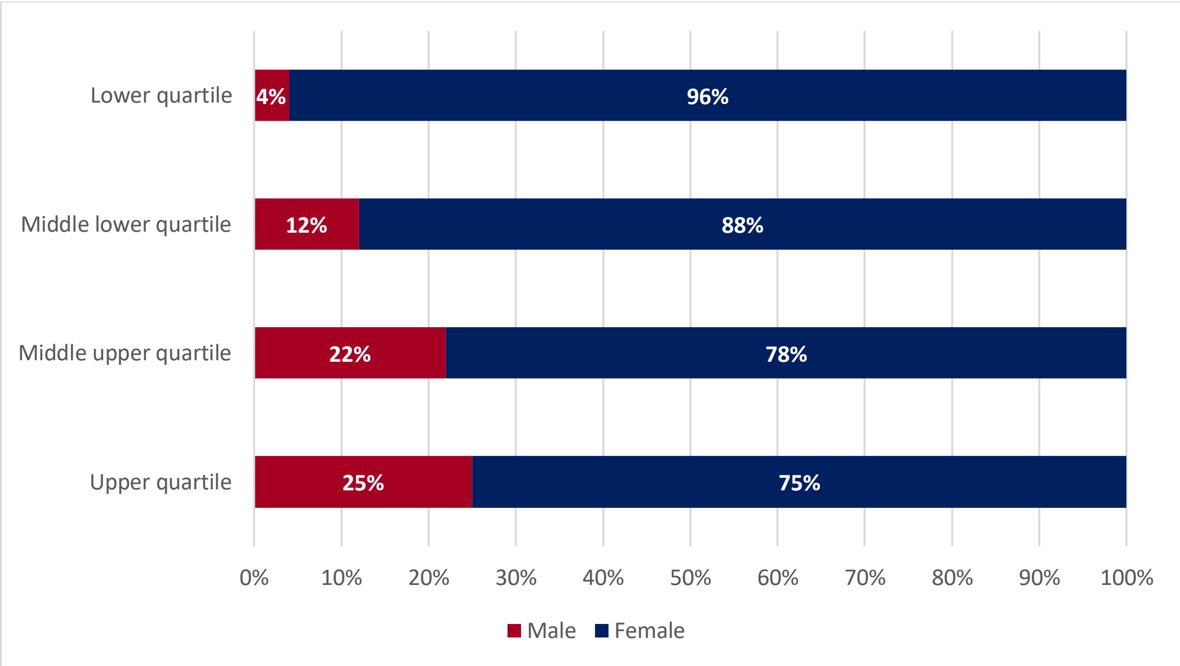
Mean and Median Bonus Gap – n/a

The Trust has not paid any bonus payments and therefore there is no requirement to report on this measure.

Bishop Chadwick Catholic Education Trust

Gender Pay Gap (2022)

Gender Breakdown by Hourly Pay Rate Quartiles



The majority of full pay relevant employees in the middle upper and middle lower quartiles are teaching staff and senior support staff, we do not have any variation in pay between female and male staff undertaking the same role, however, there are a greater proportion of men in teaching roles and a greater proportion of females in support staff roles, this creates what appears to be a gender pay gap across the mean and median when looking at the whole workforce.

In the lowest paid quartile, 96% of employees are female. The employed roles within this quartile are largely part time roles.

Within our Trust, 80% of all employees are female. In the upper quartile 74% of employees are female, this indicates that equal opportunities for promotion and progression are available irrespective of gender.

Response to the Gender Pay Gap

Bishop Chadwick Catholic Education Trust welcome the opportunity to consider and respond to the gender pay gap. This is the third time we have reported the gender pay gap, this has set an internal benchmark to compare year on year to consider whether actions are required to close the gap.

Bishop Chadwick Catholic Education Trust

Gender Pay Gap (2022)

The Trust has grown significantly from 357 employees on the snapshot date in 2020, to 941 employees on the snapshot date in 2021 and 1,171 employees on the snapshot date in 2022. This was due to the diocesan growth plan and a number of schools joining the Trust, employees transferred in to BCCET under TUPE regulations. This growth is likely to have distorted the data and account for the increasing gap over the three years.

Our gender pay gap is affected by the higher proportion of women in our lower graded roles where we employ many more part time staff.

The lack of gender diversity in lower paid roles within the Trust is represented within the data, this is represented in a similar way across the sector. However, within BCCET most of our catering employees and cleaning employees are directly employed rather than being sub-contracted which has a direct impact on the lower quartiles.

Bishop Chadwick Catholic Education Trust is committed to the promotion of equal opportunities and supports fair treatment of staff irrespective of gender. We ensure equality of opportunity through robust and transparent recruitment processes, pay policy and professional development opportunities throughout the Trust.

All of our support staff posts are aligned to national or locally agreed pay scales. Increases within a scale are incremental where applicable and not linked to performance.

All teaching posts are aligned to the School teachers' pay and conditions document which is reviewed on an annual basis. Teaching staff and leaders move through their respective pay scale based on thorough and robust performance management process, earnings are based on performance outcomes, irrespective of gender.