

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of people in our organisation. We are required to publish the results on our own website and a government website and we will do this annually within one calendar year of 31 March.

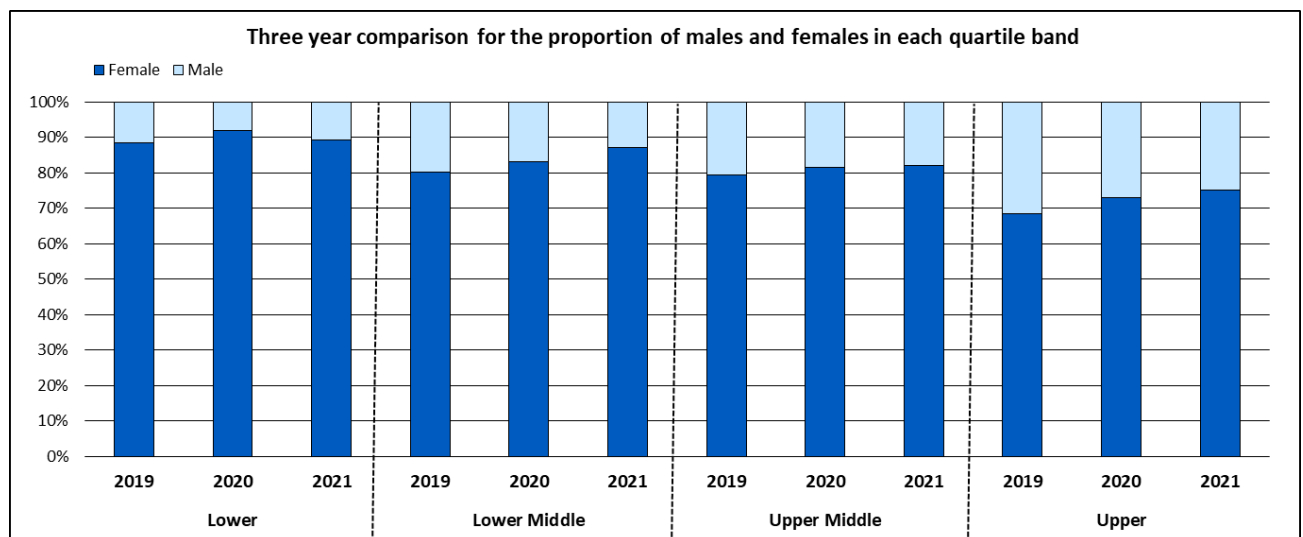
As required, this year, the snapshot of our data is from 31 March 2021. Our data is representative of the following schools and those shown in bold have joined the Trust since our previous report on 31 March 2021: -

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Carmel College, Darlington 2. Holy Family Catholic Primary School 3. Our Lady & St Bede Catholic Academy, Stockton 4. Our Lady of the Most Holy Rosary Catholic Primary School, Billingham 5. St Augustine's Catholic Primary School, Darlington 6. St Bega's Catholic Primary School, Hartlepool 7. Sacred Heart Catholic Primary School, Hartlepool 8. St Bede's Catholic Primary School, Darlington 9. St Bede's Catholic Primary School, Stockton 10. St Cuthbert's Catholic Primary School, Hartlepool 11. St Cuthbert's Catholic Primary School, Stockton 12. St Gregory's Catholic Primary School, Stockton 13. St John the Evangelist Catholic Primary School, Billingham | <ol style="list-style-type: none"> 14. St John's School & Sixth Form College, Bishop Auckland 15. St Joseph's Catholic Primary School, Norton 16. St Joseph's Catholic Primary School, Billingham 17. St Joseph's Catholic Primary School, Newton Aycliffe 18. St Joseph's Catholic Primary School, Hartlepool 19. St Michael's Catholic Academy, Billingham 20. St Patrick's Catholic Primary School, Stockton 21. St Paul's Catholic Primary School, Billingham 22. St Teresa's Catholic Primary School, Darlington 23. St Teresa's Catholic Primary School, Hartlepool 24. St Williams Catholic Primary School, Trimdon 25. The English Martyr's School & Sixth Form College, Hartlepool |
|--|---|

The mean gender pay gap	15.67%	
The median gender pay gap	30.87%	
The mean bonus gender pay gap	n/a	
The median bonus gender pay gap	n/a	
The proportion of males and females receiving a bonus payment	n/a	
The proportion of males and females in each quartile band		
	Female	Male
Lower	89.31%	10.69%
Lower Middle	87.24%	12.76%
Upper Middle	82.07%	17.93%
Upper	75.17%	24.83%

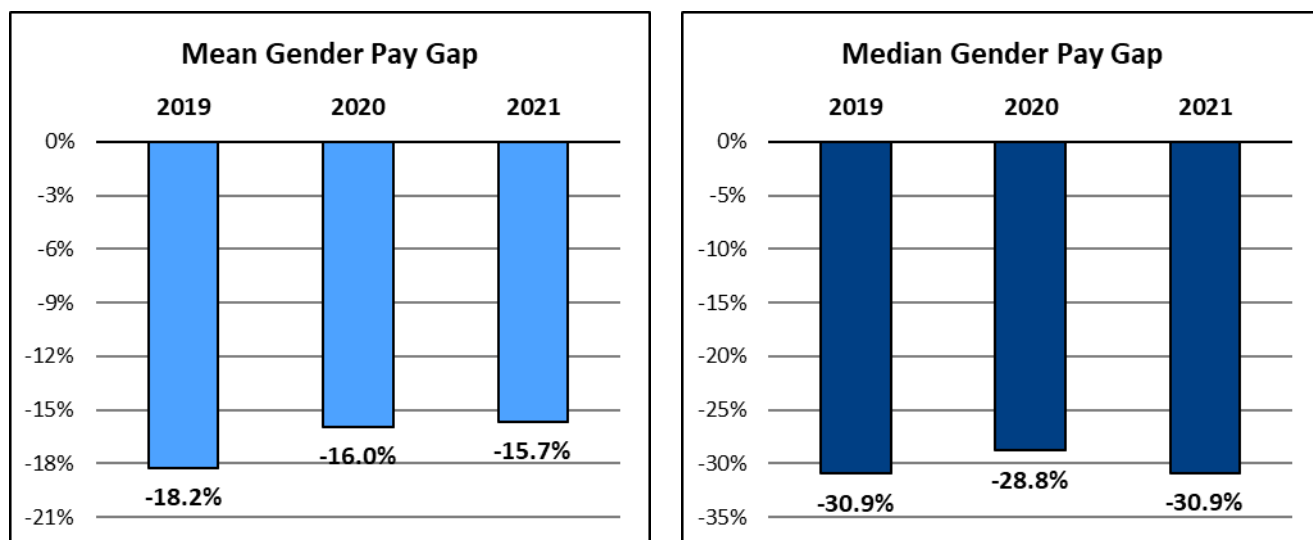
The gender pay gap is the difference in the average hourly wage of all people across a workforce. If women do more of the less well paid jobs within an organisation than men, then there is a gender pay gap.

The following additional data is provided for information and comparison purposes:-

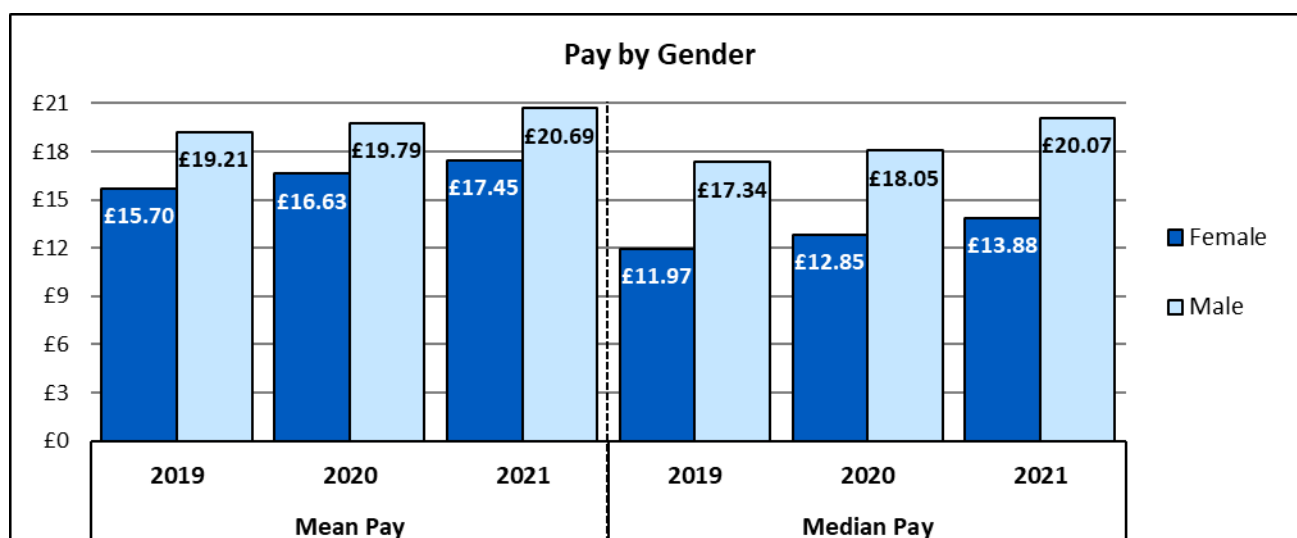


Our data shows that within Bishop Hogarth Catholic Education Trust in all quartiles there is a higher proportion of women and that the proportion is rising year-on-year in the three higher quartiles. The largest change in the gender gap was in the Lower Middle quartile, at 8%, with the Upper quartile continuing to have the smallest gender gap and the Lower quartile continuing to have the widest gender gap.

During the period (April 2020 – March 2021), a further eight primary schools and two secondary schools with sixth forms joined the Trust with a staffing profile favouring women in all quartiles.



Overall the mean gender pay gap reduced slightly by 0.3% to 15.7% in 2021. This reduction is due to a marginally higher increase in the mean pay of female staff compared to male staff, with female pay up 4.9% on average compared to 4.6% for males. The median pay for females has increased by 8.0% in 2021 compared to 11.2% for males, which has resulted in a 2.1% increase to the Trust's median gender pay gap, with the gap now the same as 2019 at 30.9%.



The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and make-up. Many staff are in the lower pay quartiles which have traditionally been overrepresented by females in occupations including cleaning, catering, lunchtime supervision, administration, and education support staff.

Bishop Hogarth Catholic Education Trust has structured Pay Scales that correspond to School Teachers Pay & Conditions and Local Authority Pay Scales and are not gender specific. We are committed to promoting equality and we aim to recruit an appropriately qualified workforce that is representative of all sectors of the community.

Bishop Hogarth Catholic Education Trust supports staff in several ways including: -

- Training for all staff
- Equality of opportunity
- Commitment to professional development and career progression
- Encouraging diversity in roles that are under represented
- Developing Family friendly policies

We believe that the overall gender pay gap reflects workforce composition rather than pay inequalities. Through our Equality Objectives we will seek, wherever possible, to encourage participation and recruitment to underrepresented roles.

Dame M Regan DBE OBE DL
Chief Executive Officer & Accounting Officer