

Gender Pay Gap Reporting

We are required to report our Gender Pay under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. To do this we carry out six calculations showing the difference between the average earnings of staff in our organisation. We publish the results on our own website and a government website annually within one calendar year of 31 March.

The following snapshot of our data is from 31 March 2022. Our data is representative of the following schools and those shown in bold have joined the Trust since our previous report on 31 March 2022:

- | | |
|---|--|
| 1. Blessed John Duckett, Tow Law | 18. St John Vianney, Hartlepool |
| 2. Carmel College, Darlington | 19. St John's School & Sixth Form College, Bishop Auckland |
| 3. Holy Family Catholic Primary School | 20. St Josephs, Coundon |
| 4. Our Lady & St Bede Catholic Academy, Stockton | 21. St Joseph's Catholic Primary School, Norton |
| 5. Our Lady and St Thomas, Willington | 22. St Joseph's Catholic Primary School, Billingham |
| 6. Our Lady of the Most Holy Rosary Catholic Primary School, Billingham | 23. St Joseph's Catholic Primary School, Newton Aycliffe |
| 7. St Augustine's Catholic Primary School, Darlington | 24. St Joseph's Catholic Primary School, Hartlepool |
| 8. Sacred Heart Catholic Primary School, Hartlepool | 25. St Michael's Catholic Academy, Billingham |
| 9. St Bede's Catholic Primary School, Darlington | 26. St Patrick's Catholic Primary School, Stockton |
| 10. St Bede's Catholic Primary School, Stockton | 27. St Paul's Catholic Primary School, Billingham |
| 11. St Bega's Catholic Primary School, Hartlepool | 28. St Teresa's Catholic Primary School, Darlington |
| 12. St Chads, Witton Park | 29. St Teresa's Catholic Primary School, Hartlepool |
| 13. St Charles, Tudhoe | 30. St Wilfrids, Bishop Auckland |
| 14. St Cuthbert's Catholic Primary School, Hartlepool | 31. St Williams Catholic Primary School, Trimdon |
| 15. St Cuthbert's Catholic Primary School, Stockton | 32. The English Martyr's School & Sixth Form College, Hartlepool |
| 16. St Gregory's Catholic Primary School, Stockton | |
| 17. St John the Evangelist Catholic Primary School, Billingham | |

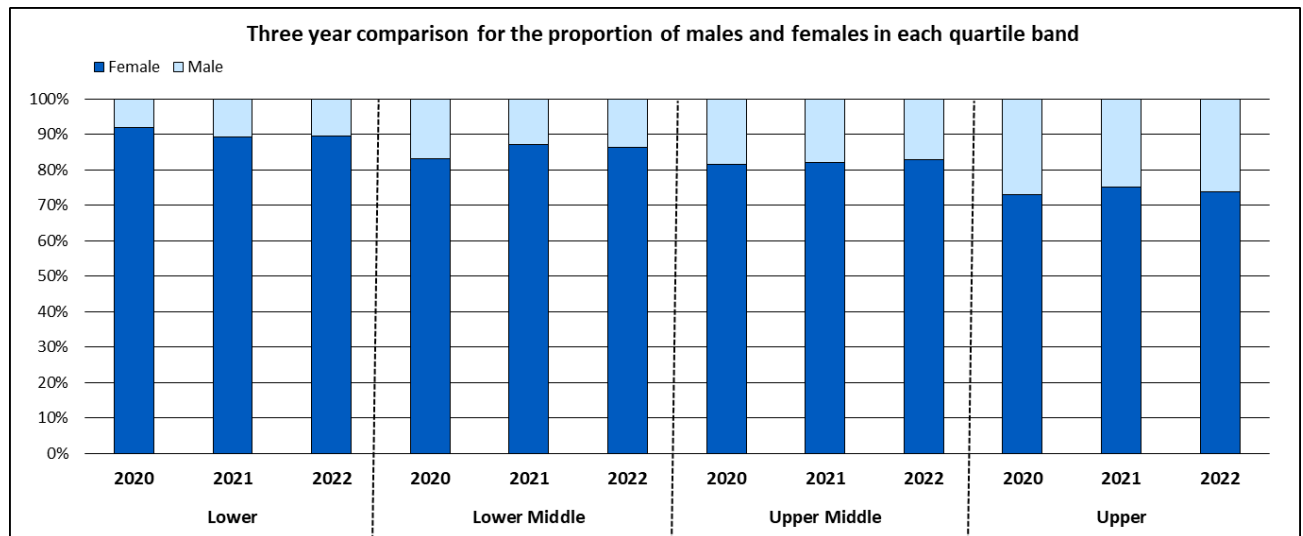
The mean gender pay gap

15.66%

The median gender pay gap	32.45%	
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	89.56%	10.44%
Lower Middle	86.39%	13.61%
Upper Middle	82.72%	17.28%
Upper	73.82%	26.18%

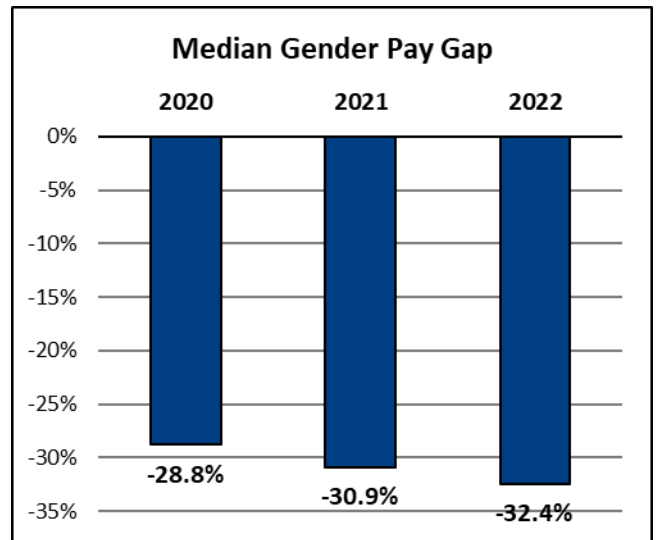
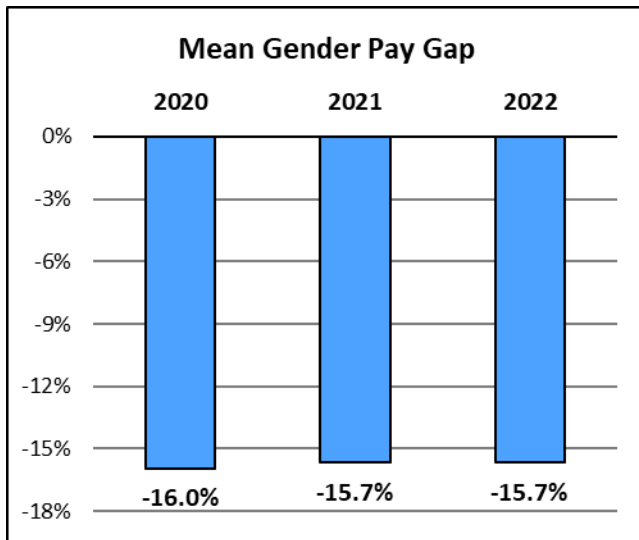
The gender pay gap is the difference in the average hourly wage of all people across a workforce.

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

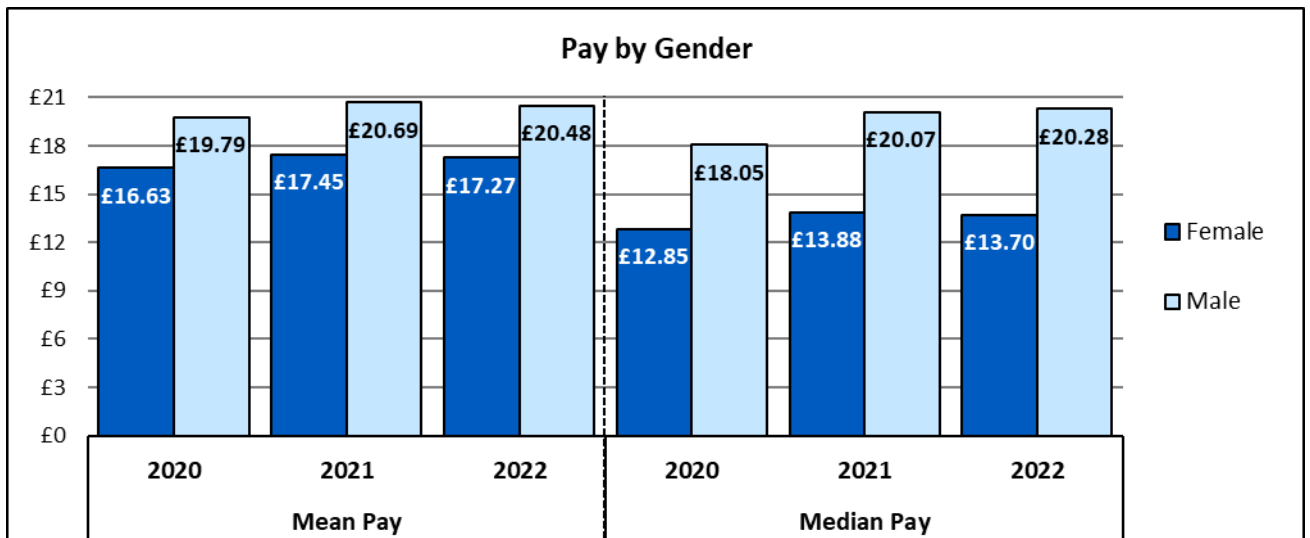


Bishop Hogarth Catholic Education Trust has a higher proportion of female employees in all quartiles and is similar to 2021. The upper quartile continues to have the smallest gender gap (at 48%), and the lower quartile continues to have the widest gender gap at 79%.

During this reporting period (April 2021 – March 2022), seven primary schools joined the Trust with a staffing profile favouring women in all quartiles.



The number of full time employees in 2022 (1,529) has doubled since 2020 (741). In 2022, the number of full-time female employees increased by 31%, and full-time male employees by 34% on 2021. Overall, the mean gender pay gap remained at 15.7% in 2022, with mean pay reducing by 1.0% on 2021 for both genders. The median pay for females has decreased by 1.3% in 2022 compared to a 1.0% increase for males, **which has resulted in a 1.5% increase to the Trust's median gender pay gap, which follows a 2.1% increase in 2021.**



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. A high proportion of our 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 which 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
- Promoting flexible working and 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 by underrepresented groups.

M Shorten

Chief Executive Officer & Accounting Officer