

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 2023. Our data is representative of the following schools.

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|-------------------------------------------------------------------------|------------------------------------------------------------------|
| 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 | |

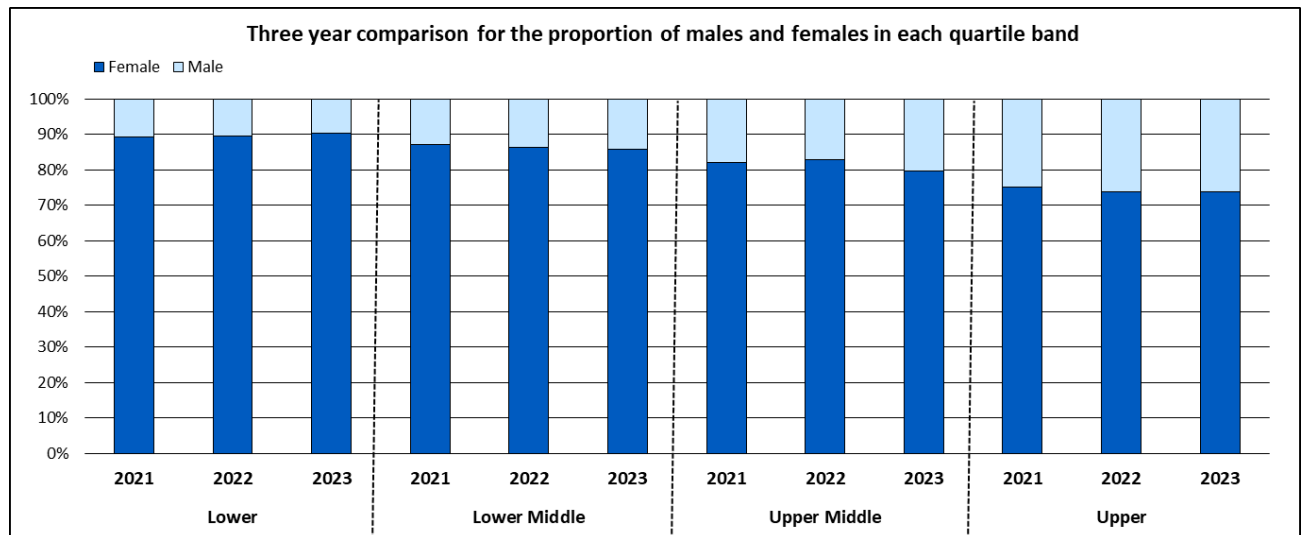
The mean gender pay gap

15.67%

The median gender pay gap	29.64%	
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	90.42%	9.58%
Lower Middle	85.75%	14.25%
Upper Middle	79.61%	20.39%
Upper	73.71%	26.29%

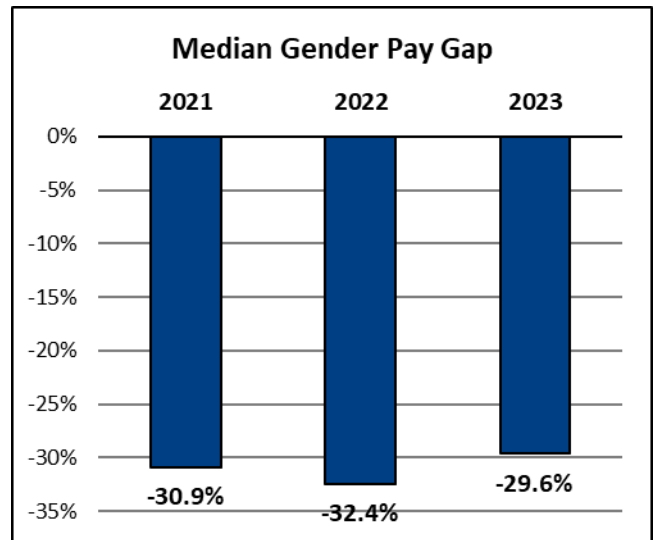
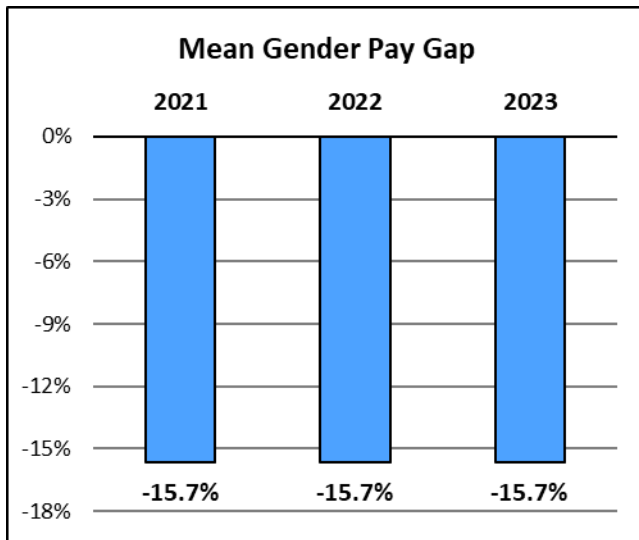
The gender pay gap is the difference in the average hourly wage of all people across a workforce. If women do more of the less well paid jobs within an organisation than men, then there is a gender pay gap.

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



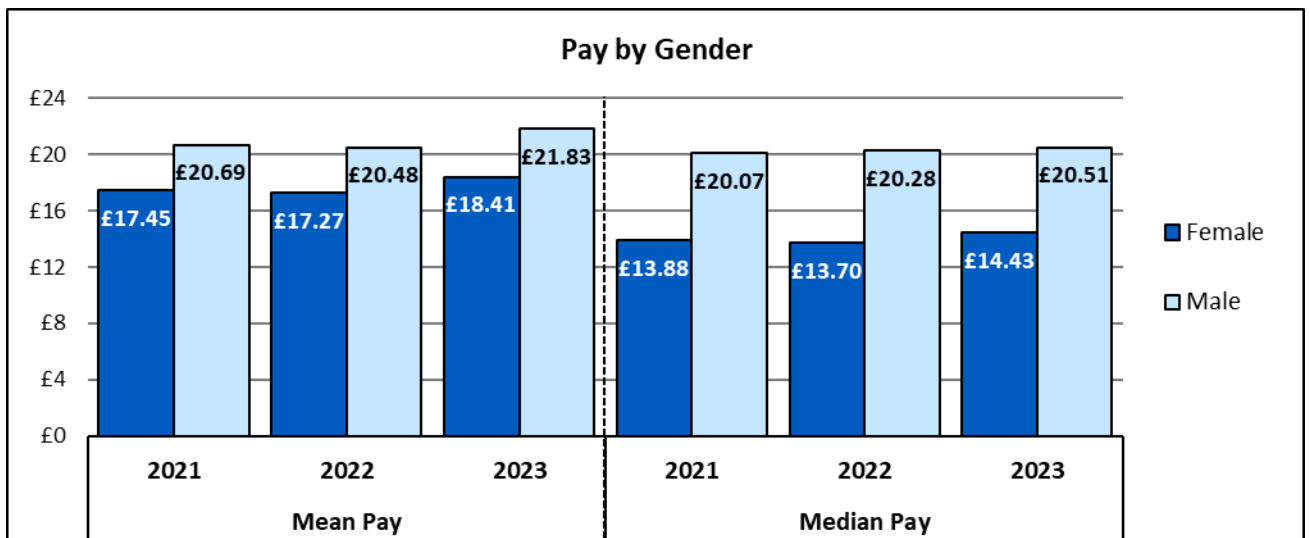
Our data shows that within Bishop Hogarth Catholic Education Trust in all quartiles there is a higher proportion of women and that the proportion of female to male staff is similar to 2022 in the four quartiles. The largest change in the gender gap was in the Upper middle quartile, at 3% in favour of men.

For the first year in a number of years, the number of schools within our Trist has not changed. The result is the staffing profile has remained consistent.



The number employees in 2023 (1,628) has increased by 6.5% since 2022 (1529). Overall the mean gender pay gap has remained at 15.7% in 2023, with mean pay reducing by 1.0% on 2022 for both genders. The median pay for females has increased by 5.32% in 2023 compared to a 1.13% increase for males, which has resulted in a 2.82% increase to the Trust’s median gender pay gap, which follows a 1.5% increase in 2022. This is the result of the pay award for support staff being weighted heavily to the lower paid staff which are primarily women.

Similar to most educational establishments, our Trust have a higher proportion of female staff, but particularly, the proportion of females is more heavily weighted in the lower quartiles. Lower paid roles often suit part time working hours more easily and as a society, women take on the more caring roles in the home and are more likely to require part time hours. 60% of our employees are in a part time role, of that 60%, 15% are teaching staff, 74 % of them are paid less than £15.44 per hour which is still higher than our median hourly rate of £14.43.x



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.

M Shorten

Chief Executive Officer & Accounting Officer