

Saint Robert Lawrence Catholic Academy Trust Gender Pay Gap Report

Snapshot date 31st March 2017

Saint Robert Lawrence Catholic Academy Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

The Academy Trust had 274 employees on the snapshot date, 222 were female and 52 were male.

Table 1 shows the data we are required to publish.

Table 1	Mean Pay Gap	Median Pay Gap	% of Males and Females in each Quartile			
			Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
All Academies within the Trust	20.9% lower for women	30.3% lower for women	4% M	28% M	14% M	29% M
			96% F	72% F	86% F	71% F

No bonuses were paid to staff for the reporting period.

We use pay scales for all teachers that are aligned to the School Teachers' Pay and Conditions document. The pay scales are reviewed annually. For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services with local arrangements at some academies to reflect single status conditions. We are a Living Wage employer and at the time of the snapshot we had started to move all employees (with the exception of Apprentices) onto the Living Wage. We support Apprentices in a variety of roles.

The pay gaps in each quartile are shown in Table 2 below:

Table 2

Gap as % of Men's Pay	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gap Hourly Pay	+18.29	+1.57	-10.75	-1.95
Median Gap Hourly Pay	+20.72	0.00	-22.28	-9.37

In the Lower and Lower Middle Quartiles women's mean and median hourly pay is equal to or higher than the hourly rate for men. In the Upper Middle Quartile the pay gap is greatest and in the Upper Quartile women's pay shows the least negative gap which represents a growing number of female leaders in our academies. The Academy Trust will continue to provide opportunities for all staff to reach their full potential irrespective of gender. This analysis will be carried out annually and the outcomes will be reported to the Academy Trust Board for inclusion in the HR Strategy.