



# Bishop Cleary Catholic Multi Academy Company

## Gender Pay Gap Summary

I Know Him in Whom  
I Have Believed

Mean Gender Pay Gap

21.09%

Median Gender Pay Gap

33.62%

Bonus Pay Mean Gender Pay  
Gap. 0%

Bonus Pay Median Gender  
Pay Gap. 0%

Proportion of Bonus to Males

0%

Proportion of Bonus to  
Females

0%

Proportion of Full Pay M/F in each  
quartile.

|                    | M      | F      |
|--------------------|--------|--------|
| Median Hourly Rate | £17.52 | £11.63 |
| Mean Hourly Rate   | £20.62 | £16.27 |

| Quartile         | M %  | F %  |
|------------------|------|------|
| 1 – Upper        | 21.6 | 78.4 |
| 2 –Upper Middle  | 22.9 | 77.1 |
| 3 – Lower Middle | 13.7 | 86.3 |
| 4 - Lower        | 5.5  | 94.5 |

### SUPPORTIVE STATEMENT

There is insufficient guidance in how to treat two different groups of staff within the same organisation with differing terms and conditions. This impacts on how the data is calculated for group 1 – Teaching staff and group 2 – Support staff due to different calculations used for hourly pay rates. We are expected to report on an organisational return, giving no option to sub divide the calculations into groups of staff, in order to be comparing like for like.

SS Peter & Paul Catholic  
Primary Academy



SS Mary and John's Catholic  
Primary Academy



St Michael's Catholic  
Primary Academy



St Teresa's Catholic  
Primary Academy



St Edmund's Catholic  
Academy





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The data as it stands does show a gender pay gap overall, however caution needs to be applied due to the specific factors noted in national data for the Education Sector for Schools/Academies.

- Women in the education sector (public/not for profit) earn on average 26.3% less than men in England Scotland and Wales.
- Over 80% of all school staff are female.
- Almost 3 out of 4 school teachers in England are female and 4 out of 5 school employees are female.
- 74% of FTE teachers are female.
- 91% of teaching assistants and 82% of school support staff are female.
- 67% of head teachers in state funded schools are female with 35-40% of these in secondary schools.

The Bishop Cleary Catholic Multi Academy Company is committed to the principles of equal opportunity and treatment for all employees in accordance with the protected characteristics of the Equalities Act.

### MEASURES

We have considered how specific occupational groups, (teaching staff, support staff, senior leaders) have contributed to a gender pay gap. Detailed analysis demonstrating the impact of pay differentials do not appear to give cause for concern.

In 2016, prior to the requirements for publishing the Gender Pay Gap Summary, Bishop Cleary Catholic Multi Academy (BCCMAC) completed an Equality Audit using a Job Evaluation Framework to consistently evaluate the duties and responsibilities of support staff roles with a new pay model that closes the gender pay gap and is free from discrimination.

BCCMAC's pay policy has a consistent and monitored approach to pay for all staff. Within our Equality Action Plan, we will consider ways to increase representation of males in the support staff workforce.

BCCMAC also support family friendly working arrangements, consider flexible working requests and maternity/paternity/parental leave arrangements in accordance with our statutory obligations and company policies.

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