

## ST BARNABAS CATHOLIC ACADEMY TRUST

### 2017 GENDER PAY GAP REPORT

The St Barnabas Catholic Academy Trust is required by law to carry out Gender Pay Reporting. This information will be shared with the Equality and Human Rights Commission.

This Gender Pay Gap Report is based on relevant data as at 31<sup>st</sup> March 2017, for a total of 294 staff, with 78 (26.5%) being male and 216 (73.5%) being female.

The report involved carrying out three calculations to show the difference between the average earnings of men and women in the Trust.

Our Gender Pay Gap is as follows:

1. **The Mean Gender Pay Gap – 8.91%**

This shows that female employees receive lower pay than male employees

2. **The Median Gender Pay Gap – 11.42%**

This shows that female employees receive lower pay than male employees

3. **The proportion of males and females in each quartile pay band**

Quartile	Male Employees	Female Employees
Lower Pay Band Quartile	23%	77%
Lower Middle Pay Band Quartile	24.7%	75.3%
Upper Middle Pay Band Quartile	27%	73%
Upper Pay Band Quartile	31.5%	68.5%

#### Narrative

- The St Barnabas Catholic Academy Trust gender pay gap is lower than the national average and male and female staff are paid within specified pay ranges for their role
- The St Barnabas Catholic Academy Trust is committed to equality and inclusion and does not discriminate in any way regarding recruitment, performance management and career development
- The Trust will work together with the wider Diocesan multi academy trust and will regularly consider the progress made on reducing the gender pay gap

A gender pay gap is different to equal pay, which deals with men and women being paid differently for the same work and is against the law.