



## Gender pay gap report for St Cuthbert's Roman Catholic Academy Trust Company No: 09023802

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Snapshot date: 31<sup>st</sup> March 2018

**Difference in mean and median hourly rate of pay**

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	11.51%	17.06%

**Difference in mean and median bonus pay**

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

**Proportion of male and female employees who were paid bonus pay**

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

**Proportion of male and female employees according to quartile pay bands**

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	32.19%	20.69%	9.49%	7.64%
Female (% females to all employees in each quartile)	67.81%	79.31%	90.51%	92.36%

### Supporting statement

I confirm that the information published here is accurate.

Signature: Ged Fitzpatrick

Date: 23<sup>rd</sup> March 2018

Status/position: Chief Executive Officer

### Optional supporting narrative

As an Academy Trust with 7 primary academies and 1 secondary academy, we have high levels of female employment and consequently maternity issues impact significantly on our gender pay results. To improve this situation, we have progressive family friendly policies which seek to enable employees to return from maternity at the same level. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

*Nick Bulmer is an HR advisor with HC Associates, and supports schools and academies with their HR issues. He regularly advises school clients, helping them through difficult or sensitive employment situations.*

*This KeyDoc is featured in our article 'Gender pay gap reporting: template and requirements'. To read the article, visit <https://schoolleaders.thekeysupport.com> and enter the reference number **33610** in the search box.*