



Gender pay gap report  
St Cuthbert's RC Academy Trust  
March 2019 Submission

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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	19.9%	21.9%

**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

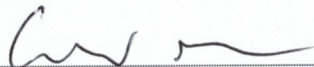
**Proportion of male and female employees according to quartile pay bands**

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	11.3%	15.4%	16.9%	30.6%
Female (% females to all employees in each quartile)	88.7%	84.6%	83.1%	69.4%

**Supporting statement**

I confirm that the information published here is accurate.

Signature:



Date:

21/03/19

Status/position:

CHIEF EXECUTIVE OFFICER

**Optional supporting narrative**

We have closed the mean pay gap by 1.5% as a result of implementing some effective actions such as:

- use of skill-based assessment tasks in recruitment
- use of structured interviews for recruitment and promotions
- clear promotion, pay and reward processes.

There has been no change in the median pay gap due to the high number of lower paid workers in the organization e.g. cleaners and catering staff. However, there is improvement in the quartiles, with the most progress being made in quartile 2 "upper middle". This again reflects the effective actions being taken to close the gap.