Gender Pay Gap Report

Findings

24th March 2020

1. Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Total Reward Group has been tasked with providing the gender pay gap reporting requirements for The Romero Catholic Academy as of the 5th of April 2019 snapshot date.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:
- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

2. Summary of Gender Pay Gap Key Figures
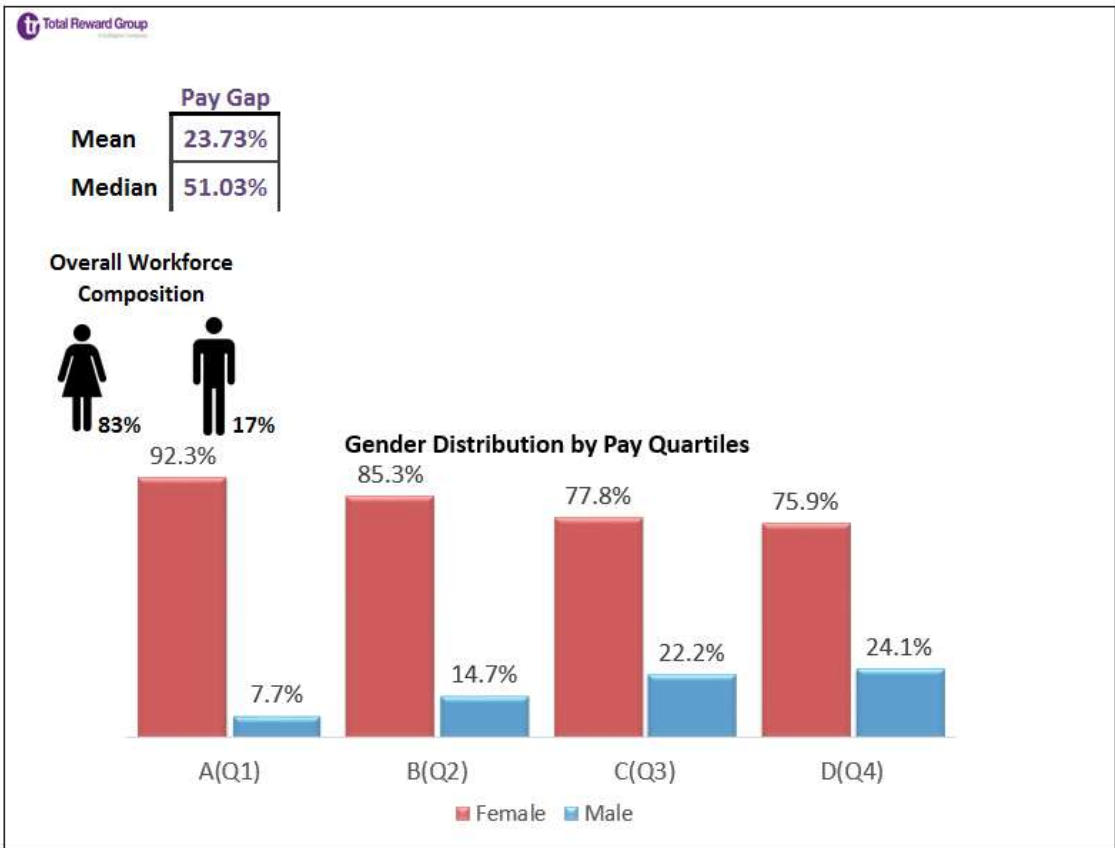
3. Understanding the Data

Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 23.73%, this is above the national mean of 17.1% according to the Office for National Statistics, 2019.


Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 51.03% which is significantly higher than the national median of 17.3% according to the Office for National Statistics, 2019. This indicates that the data set is very skewed as the median is less susceptible to outliers and extreme

values.

Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are significantly overrepresented in all pay quartiles.
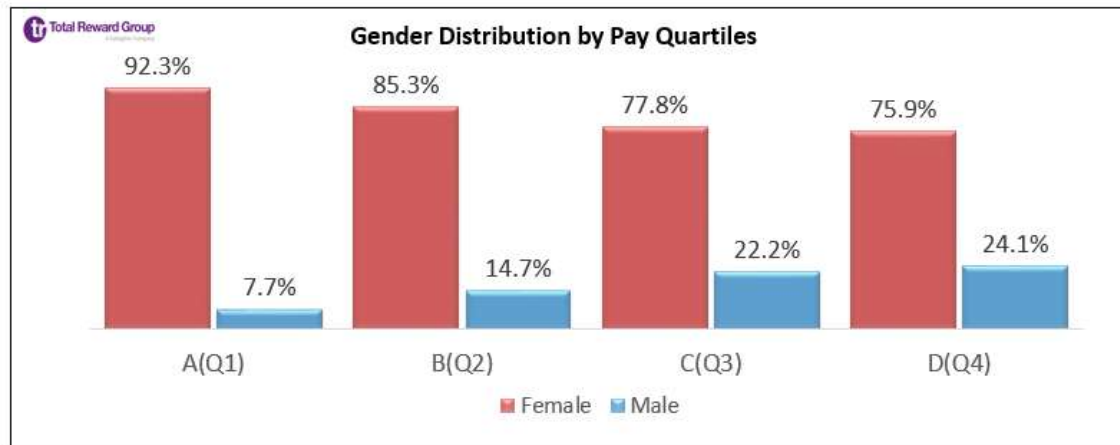
4. Trend Comparison

When we consider year on year comparison, we see positive trends in the form of a narrower mean gender pay gap with a slight widening at themedian.

	2017	2018	2019	2019 Vs 2018
Mean Gender Pay Gap	16.97%	25.53%	**23.73%**	-1.80%
Median Gender Pay Gap	39.12%	49.27%	**51.03%**	1.76%
Mean Gender Bonus Gap	-	39.61%	-	-
Median Gender Bonus Gap	-	57.10%	-	-
Males receiving bonus	-	17.19%	-	-
Females receiving bonus	-	10.08%	-	-

When we look at 3-year trend data, we see a widening mean and median pay gap since initial reporting in 2017, as highlighted in the graphs below:
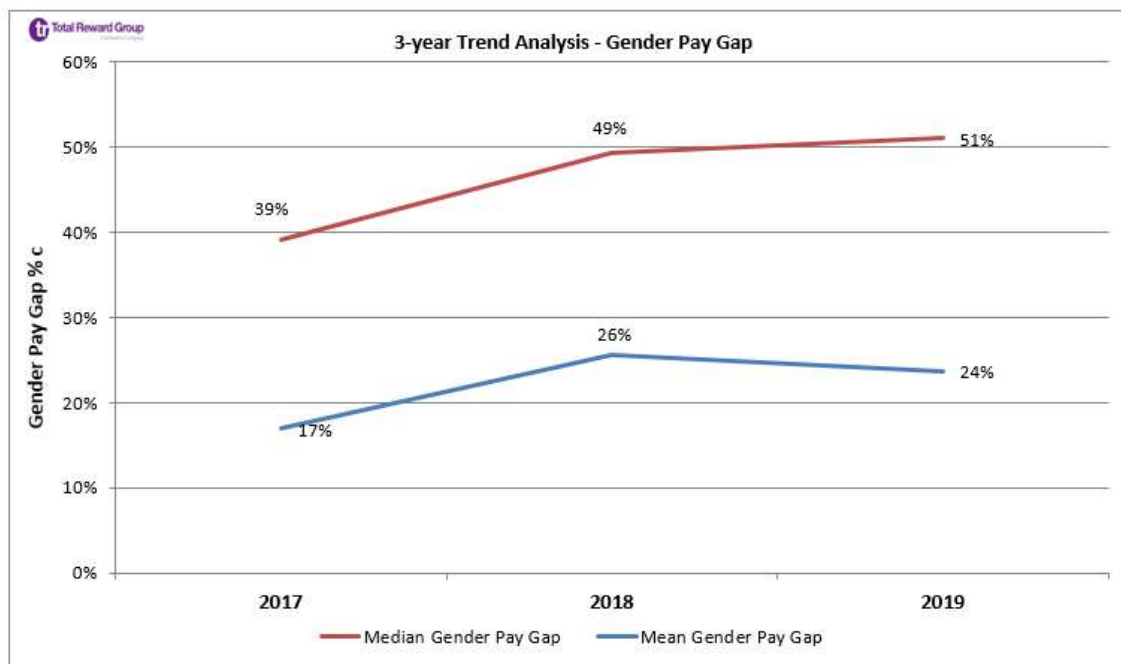
Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2019, and annually thereafter

The main items to be reported on are:
- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:
A. Lowest paid to lower quartile
B. Lower quartile to median
C. Median to upper quartile
D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall

- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount

- Upper Quartile: The point below which 75% of the recorded data falls

- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.