

*Achieving together in faith*

**Holy Cross Catholic  
Multi Academy Company**

**Gender Pay Gap Report  
31st March 2023**

|                         |               |
|-------------------------|---------------|
| Responsible for Report  | Martyn Alcott |
| MAC Board Approval Date | 25.10.2023    |

## Introduction

All organisations that employ 250 or more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Legislative requirements:

Under the legislation, as the Holy Cross Catholic MAC had over 250 employees on 31st March 2023, we are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band n Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately

The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2023

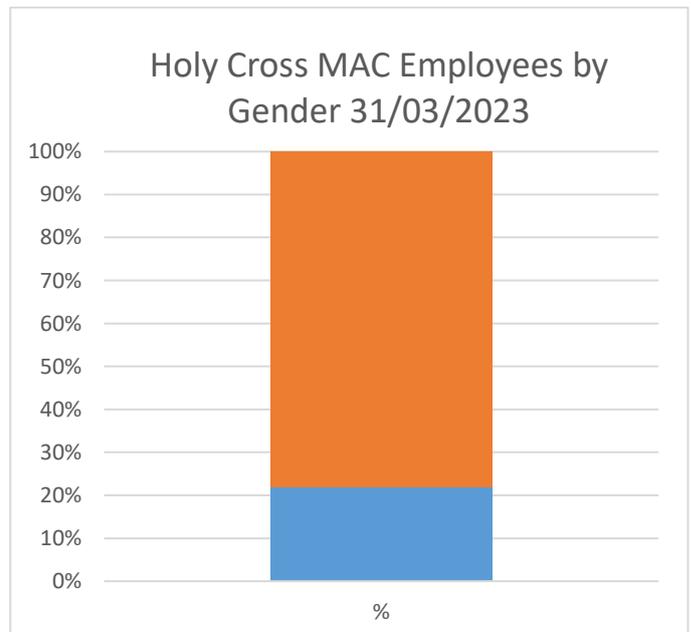
The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2023

Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

**Holy Cross Catholic MAC does not pay bonuses and as such the mean and median bonus gap calculations do not apply.**

Holy Cross Catholic Multi Academy Company has a total of seven schools and this report provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave; long term sickness absence and agency staff.

In common with most educational trusts we have a largely female workforce and this is typical across the school sector as a whole. At the point of our snapshot data collection on March 31<sup>st</sup> 2023, there were a total of 496 full-pay relevant employees; 79% female and 21% male.



## What is our gender pay gap at Holy Cross Catholic MAC?

The information presented below shows our overall median and mean gender pay based on hourly rates of pay as at the snapshot date of 31st March 2023:



| Pay Quartiles | Male (%) | Female (%) |
|---------------|----------|------------|
| Lower         | 11.1     | 88.9%      |
| Lower Middle  | 20.2     | 79.8       |
| Upper Middle  | 24.4     | 75.6       |
| Upper         | 29.3     | 70.7       |

It should be noted that the lower quartile is dominated by roles such as TAs, Lunchtime Assistants, Exam Invigilators and Cleaners which traditionally have a higher percentage of female employees.

## Mean and Median Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope. The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

On March 30<sup>th</sup> 2023 our Mean Gender Pay Gap Using Hourly Pay was 17.48% (2022 9.3%) , and our Median Gender Pay Gap Using Hourly Pay was 53.44% (2022 30.8%). The changes from last year are predominantly down to the shift in the female % of the lower quartile from 79.7% to 88.9% in the period.

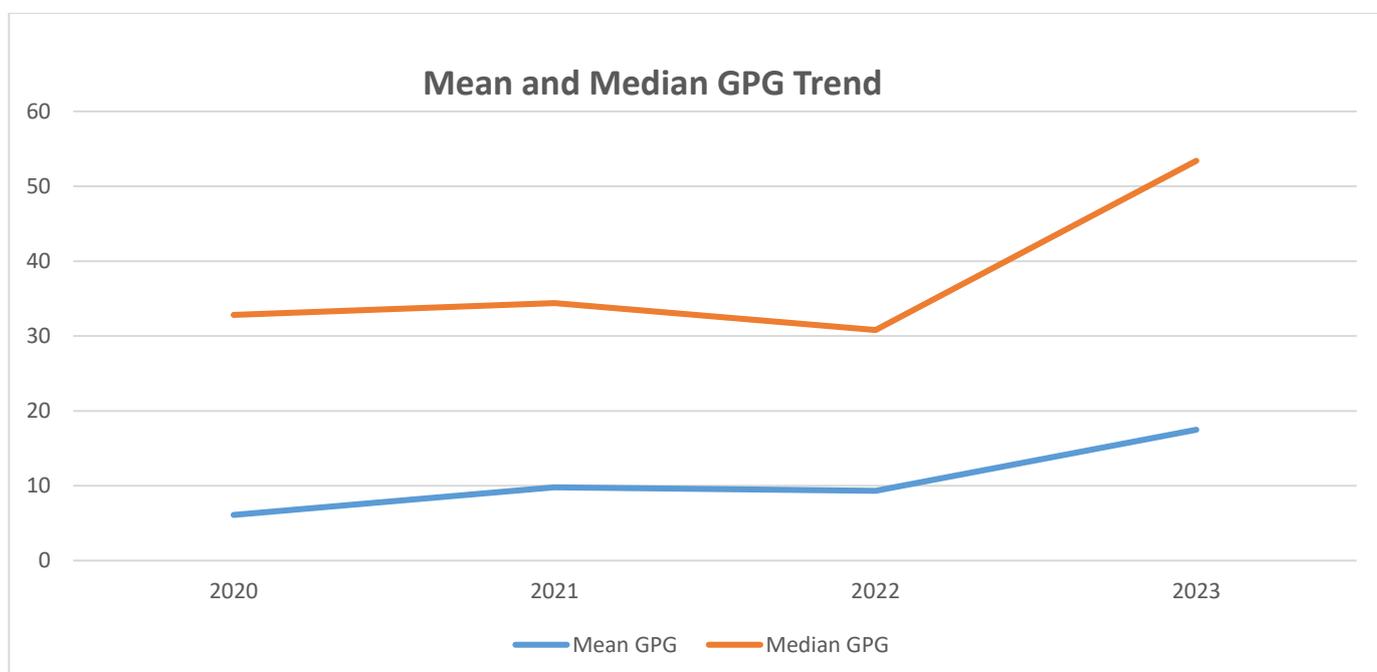
The data shows that overall, female employees overall were paid less per hour than male employees. It is important to note that the MAC has continued the Coventry City Council ‘single status’ grading system used prior to academisation and all equivalent roles are graded and paid equally regardless of gender.

Analysis of the four pay quartiles clearly shows there is a higher proportion of women in all the quartiles. It also clearly indicates that a higher proportion of women are in lower paid grades. This is common in the education sector as some lower paid roles such as lunchtimes supervisors are traditionally roles that have a very high proportion of female staff. The upper and upper middle quartiles show a slightly lower proportion of female staff are paid in the higher pay grades.

**Trend:**

Our gender split of employees remains almost unchanged:

| Gender | Male   | Female |
|--------|--------|--------|
| 2020   | 21.30% | 78.70% |
| 2021   | 21.90% | 78.10% |
| 2022   | 21.9%  | 78.1%  |
| 2023   | 21.17% | 78.83% |



## **Concluding Statement**

Holy Cross Catholic MAC promotes equality of opportunity for all.

In particular, it operates pay and condition policies which are aligned to the nationally agreed pay scales. We are a Living Wage Employer.

The MAC's recruitment processes ensure that the best people are recruited, developed and retained irrespective of gender.

Current salary profiles of the top 100 most highly paid employees in the MAC indicate that female staff make up 70% (69% 2022).

Holy Cross Catholic MAC have the view that the gender pay gap indicated in this report reflects the composition of the workforce rather than pay inequalities.

The Directors are committed to continually reviewing, analysing and challenging data in order to promote the closing of the pay gap wherever possible.