



## Our Lady of Walsingham Catholic Multi Academy Trust Gender Pay Gap Report

Snapshot date: 31 March 2021

### 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	23.80%	39.0%

### 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	0%, no bonuses paid	0%, no bonuses paid

### 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)	4.3%	12.9%	28.6%	24.3%
Female (% females to all employees in each quartile)	95.7%	87.1%	71.4%	75.7%

## Supporting statement

I confirm that the information published here is accurate.

Signature: Mark Wilkinson Date: 15 September 2021

Status/position: CFO

## Supporting narrative

### Commentary:

The report to 31 March 2021 for Our Lady of Walsingham Catholic MAT is based on data covering 280 relevant employees across 5 Primary Schools and 1 High School in Cambridgeshire and Suffolk. For all our schools the employee demographic is overwhelmingly female, with 83% of employees being female. The gender pay gap reported within the organisation is driven by large numbers of female employees who hold part time, low hour, low pay scale roles that are inherent to the nature of the education sector. Over 90% of roles in “Quartile 1 – Lower and Quartile 2 – Lower Middle” are covered by female staff resulting in a significant median and mean gender pay gap for the Trust.

Between 2020 and 2021 the median hourly pay difference reduced from 42.7 % to 39.0%, while the mean hourly rate difference rose from 23.1% to 23.8%.

During the coming year, the Trust will be developing a Gender Pay Gap Action plan which will further help us understand our Gender Pay Gap and signal to employees and the public our commitment to taking serious steps to tackle the gender pay gap. Our plans in the previous year to do this were curtailed by the global Covid pandemic. Using the Government Equalities Office’s guidance the action plan will follow the 4-steps approach with the following stages:

- 1 - Analyse data and identify actions,
- 2 - Consult and Engage,
- 3 - Revise, assess and embed the action plan and
- 4 - Allow enough time.

The Trust intends to monitor pay carefully with the support of the Teaching Unions, to ensure that the organisation works to narrow the Gender gap where possible.