



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

Snapshot date: 31 March 2022

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	22.40%	35.60%

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)	13.16%	9.33%	14.61%	32.79%
Female (% females to all employees in each quartile)	86.84%	90.67%	85.39%	67.21%

Supporting statement

I confirm that the information published here is accurate.

Signature: Flavio Vettese Date: 28 March 2023

Status/position: CEO

Supporting narrative

Commentary:

The report to 31 March 2022 for Our Lady of Walsingham Catholic MAT is based on data covering 300 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. 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 2021 and 2022 the median hourly pay difference reduced from 39.0% to 35.6% while the mean hourly rate difference reduced from 23.8% to 22.4%.