



2017 Gender Pay Gap Report 31 March 2017

The Our Lady of Lourdes Catholic MAC, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 29.25%

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 19.23%

3. Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is 100%

4. Median Bonus Gap

The difference between the median bonus pay that male and female full pay relevant employees receive is 100%

5. The Proportion of males and females receiving a Bonus Payment

During the 12month period ending with the snapshot date 2% of male relevant employees and 0% of female relevant employees received a bonus payment.

6. The Proportion of males and females in each Quartile Pay Band

Gender	Lowest	Lower Mid Quartile	Upper Mid Quartile	Highest
Male	4%	18%	24%	27%
Female	96%	82%	76%	73%

The Our Lady of Lourdes Catholic MAC is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

82% of staff are female, predominately the number of staff in the lower pay quartiles are female, therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The Our Lady of Lourdes Catholic MAC support our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees, including senior leaders, choose to take advantage of.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Our Lady of Lourdes Catholic MAC.

Signed

Mrs A Cullwick

MAC Business Manager