



2020 Gender Pay Gap Report 31st March 2020

The Our Lady of Lourdes Catholic Multi Academy, in accordance with the Equality Act 200 (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 the male and female full pay relevant employees receive is **15.51%** (19.10% 2019)
2. Median Pay Gap
The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **37.51%** (28.52% 2019)
3. Mean Bonus Gap
The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is **0%** (100% 2019)
4. Median Bonus Gap
The difference between the median bonus pay that male and female full pay relevant employees receive is **0%** (100% 2019)
5. The proportion of males and females receiving a Bonus payment during the 12-month period ending with the snapshot date is 0% of male relevant employees and 0% female relevant employees received a bonus payment.
6. The proportion of males and females in each Quartile Pay band.

Gender	Upper hourly pay quarter	Upper middle hourly pay quarter	Lower middle hourly pay quarter	Lower hourly pay quarter
Male	12.50% (5.7% 2019)	20.45% (18.3% 2019)	23.86% (21.9% 2019)	24.14% (24.7% 2019)
Female	87.50% (94.3% 2019)	79.55% (81.7% 2019)	76.14% (78.1% 2019)	75.86% (75.3% 2019)

The Our Lady of Lourdes Multi Academy 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 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.

80% 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 Multi Academy 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 Multi Academy.

Signed:

Mrs Ann Cullwick

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Chief Finance and Operations Officer