



## Gender Pay Gap

It is a requirement to report annually on Gender Pay Gaps in organisations with over 250 employees. The statistics for March 2022 have to be reported by March 2023. This is the Gender Pay Gap Analysis Report for Kent Catholic Schools' Partnership for the sample date of March 2022.

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements. The Trust is not aware of any issue of unequal pay for equal work. An initial analysis of the gender data reported here, suggest a similar pattern to other MATs and groups of schools, the lowest quartile of posts being overwhelmingly women working in part-time support roles, a teaching force where leadership posts are predominantly female in primary schools but predominantly male in the (higher paid) secondary schools and an overwhelmingly male top ten. Three of the ten highest paid posts (mostly academy principals) are held by women.

The data shown below is very similar to the previous year. The Trust seeks to implement the principles of catholic social teaching and the policies of the Bishops Conference. We now ensure that all directly employed and contractor's staff are paid the Living Wage Foundation wage rate which is reviewed annually. The Board will consider what other actions might be taken to reduce the pay gaps shown by this data.

### March 2022 Data

Difference in Mean hourly rate of pay	24.78%	
Difference in Median hourly rate of pay	48.43%	
Difference in Mean bonus pay	56.68%	
Difference in Median bonus pay	63.27%	
Percentage of employees who received bonus pay	Male .83%	Female .62%
Employees by pay quartile	Male	Female
Upper quartile	29.18%	70.82%
Upper middle quartile	19.51%	80.49%
Lower middle quartile	15.34%	84.66%
Lower quartile	7.98%	92.02%
Number of Employees by Gender	240	1131
Percentage of Employees by Gender	18%	82%