



## **Bishop Chadwick Catholic Education Trust**

### **Gender Pay Gap (2020)**

BCCET, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between male and female employees.

There is a requirement to report on 6 measures;

- The difference between the mean average pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The difference between the mean bonus pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The proportion of males and females who received a bonus payment
- The proportion of males and females in each pay quartile

It is important to note that this is not the same as the requirement to pay men and women equal pay for equal work. Gender pay reporting shows the balance of men and women at all levels and the effect this has on the average hourly rates of pay across the organisation as a whole.

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### **Context**

BCCET had 357 employees on the snapshot date, 75.07% female and 24.92% male.

BCCET is an equal opportunities employer.

We support fair treatment for all, irrespective of gender through consistent application of our transparent policies and procedures including;

- Safer Recruitment Policy
  - Recruitment & selection procedures & templates
  - Performance Management Policy
  - Pay Policy
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## Bishop Chadwick Catholic Education Trust

### Gender Pay Gap (2020)

#### Mean Gender Pay Gap – 21.67%

The average mean hourly rate paid to female employees within the Trust, taking in to account all grades, is 21.67% lower than the average hourly rate paid to men.

The mean gender pay gap in 2019 was not recorded.

Male = 25.78%                      Female = 20.19%

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#### Median Gender Pay Gap – 45.57%

The average median hourly rate paid to female employees within the Trust, taking in to account all grades, is 45.57% lower than the average hourly rate paid to men.

The median gender pay gap in 2019 was not recorded.

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#### Mean and Median Bonus Gap – n/a

The Trust has not paid any bonus payments and therefore there is no requirement to report on this measure.

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#### Gender Breakdown by Hourly Pay Rate Quartiles

