



Gender pay gap reporting 2017-2018

The Diocesan MAT is committed to promoting equality of opportunity and pay for all staff and job applicants, where rates are fair and applied to the role not the individual. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

I confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Sheat, Chief Executive Officer

What is gender pay reporting?

The Diocesan MAT as an employer with more than 250 employees is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gap is reported by using two main calculations - the difference in the mean (average) hourly rate and the median (actual midpoint) hourly rate.

The hourly rates are also separated into four quartiles, to give the proportion of male and female employees are distributed throughout the organisation. There is a much larger proportion of female employees than male. This is because all the schools within the Diocesan MAT are primary schools and the majority of primary school staff are female. This is a reflection of the national situation.

Published data

We collected our data on 31 March 2018. On that date there were 363 employees within the organisation, of whom 345 (95%) were female and 18 (5%) male.

All staff

Mean difference between male and female hourly pay	27.4%	
Median difference between male and female hourly pay	55.1%	
Quartiles	Female (%)	Male
Upper	82 (90%)	9 (10%)
Upper middle	88 (98%)	2 (2%)
Lower middle	88 (97%)	3 (3%)
Lower	87 (96%)	4 (4%)

Teachers

On 31 March 2018 there were 137 teachers, of whom 126 (92%) were female and 11 (8%) were male.

Mean difference between male and female hourly pay	14%	
Median difference between male and female hourly pay	20.8%	
Quartiles	Female (%)	Male
Upper	29 (83%)	6 (17%)

Upper middle	32 (94%)	2 (6%)
Lower middle	33 (97%)	1 (3%)
Lower	32 (94%)	2 (6%)

Support staff

On 31 March 2018 there were 227 support staff, of whom 220 (97%) were female and 7 (3%) were male.

Mean difference between male and female hourly pay	-9.9%	
Median difference between male and female hourly pay	-7.1%	
Quartiles	Female (%)	Male
Upper	57 (100%)	0 (0%)
Upper middle	55 (96%)	2 (4%)
Lower middle	53 (95%)	3 (5%)
Lower	55 (96%)	2 (4%)

No bonuses were paid to staff.

Notes:

1. The above figures indicate that the Diocesan MAT has a higher proportion of women in all quartiles, and a small number of male Headteachers and Deputy Headteachers.
2. The Diocesan MAT uses national pay scales for teachers and locally agreed pay scales for support staff based on the National Joint Council for Government Services. Pay progression is based on performance management.
3. While the mean and median figures display a gap in gender pay between men and women, this is because of the higher number of female employees working in our primary schools and primary schools nationally.