

Gender Pay Gap report - 31 March 2022

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 can 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.



Peter Bloomfield, 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 (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.

Commentary

All the schools within the Diocesan MAT are primary schools. 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. No bonuses were paid.

The majority of primary school staff within the Diocesan MAT are female which is consistent with the gender distribution at the national level.

Whilst the Diocesan MAT has a high proportion of women in all quartiles, the percentage of male staff working in teaching roles is more than three times the percentage of male staff working in support roles. Given teaching staff tend to earn higher hourly rates than support staff, this skews the mean and median figures for the Diocesan MAT.

When analysed separately, the mean and median differences for teachers and support staff are significantly smaller than if analysed as a homogenous group:

	ALL STAFF	TEACHERS	SUPPORT
Mean difference between male and female hourly pay	31.1%	5.9%	13.1%
Median difference between male and female hourly pay	52.4%	(0.0%)	3.9%

NB: positive figure denotes difference in favour of males whilst (negative) figure denotes difference in favour of females

Detailed statistical information

Male		Female		Total	
No.	%	No.	%	No.	%

Number of employees	41	6.1%	631	93.9%	672	100.0%
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ALL STAFF

Quartiles

upper hourly pay quarter	19	10.3%	165	89.7%	184	100%
upper middle hourly pay quarter	14	6.3%	209	93.7%	223	100%
lower middle hourly pay quarter	4	3.5%	110	96.5%	114	100%
lower hourly pay quarter	4	2.6%	147	97.4%	151	100%
Total	41	6.1%	631	93.9%	672	100%

Mean difference between male and female hourly pay	31.1%
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Median difference between male and female hourly pay	52.4%
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TEACHING STAFF

Quartiles

upper hourly pay quarter	7	12.5%	49	87.5%	56	100%
upper middle hourly pay quarter	7	12.1%	51	87.9%	58	100%
lower middle hourly pay quarter	5	7.1%	65	92.9%	70	100%
lower hourly pay quarter	6	15.0%	34	85.0%	40	100%
Total	25	11.2%	199	88.8%	224	100.0%

Mean difference between male and female hourly pay	5.9%
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Median difference between male and female hourly pay	0.0%
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SUPPORT STAFF

Quartiles

upper hourly pay quarter	8	4.4%	175	95.6%	183	100%
upper middle hourly pay quarter	4	3.5%	110	96.5%	114	100%
lower middle hourly pay quarter	1	1.6%	60	98.4%	61	100%
lower hourly pay quarter	3	3.3%	87	96.7%	90	100%
Total	16	3.6%	303	96.4%	448	100.0%

Mean difference between male and female hourly pay	13.1%
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Median difference between male and female hourly pay	3.9%
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