

# Gender pay gap report



**Holy  
Family  
Catholic** Multi  
Academy  
Trust

SNAPSHOT DATE: 31/03/2022

## Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	20.9%	30.4%

## Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a – no bonuses were paid	n/a – no bonuses were paid

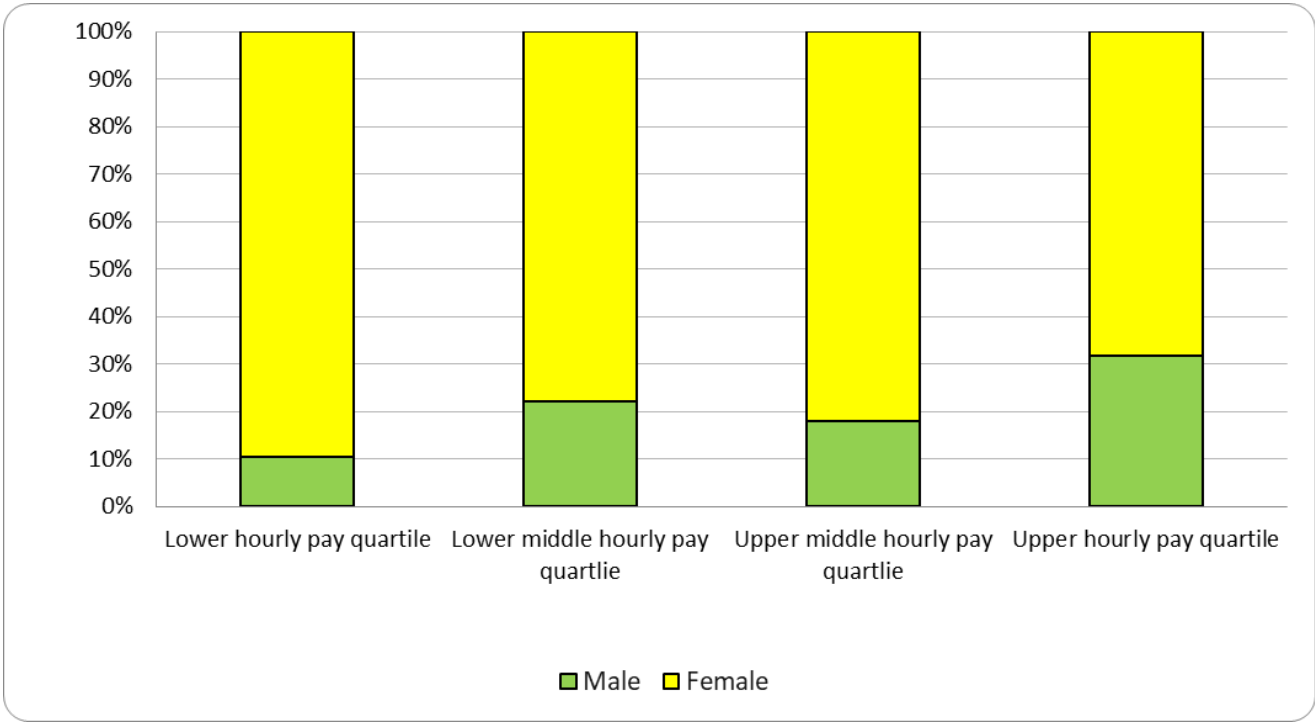
## Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	n/a – no bonuses were paid
Female employees (% paid a bonus compared to all female employees)	n/a – no bonuses were paid

## Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	10.3%	22.2%	17.9%	31.6%

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Female (% females to all employees in each quartile)	<b>89.7%</b>	<b>77.8%</b>	<b>82.1%</b>	<b>68.4%</b>



FEMALES 2020 TO 2022	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
2017	<b>86%</b>	<b>75%</b>	<b>78%</b>	<b>56%</b>
2020	<b>88.6%</b>	<b>77.2%</b>	<b>82.8%</b>	<b>65.6%</b>
2021	<b>90.5%</b>	<b>81.2%</b>	<b>83.6%</b>	<b>67.8%</b>
2022	<b>89.7%</b>	<b>77.8%</b>	<b>82.1%</b>	<b>68.4%</b>

## SUPPORTING NARRATIVE

### Background

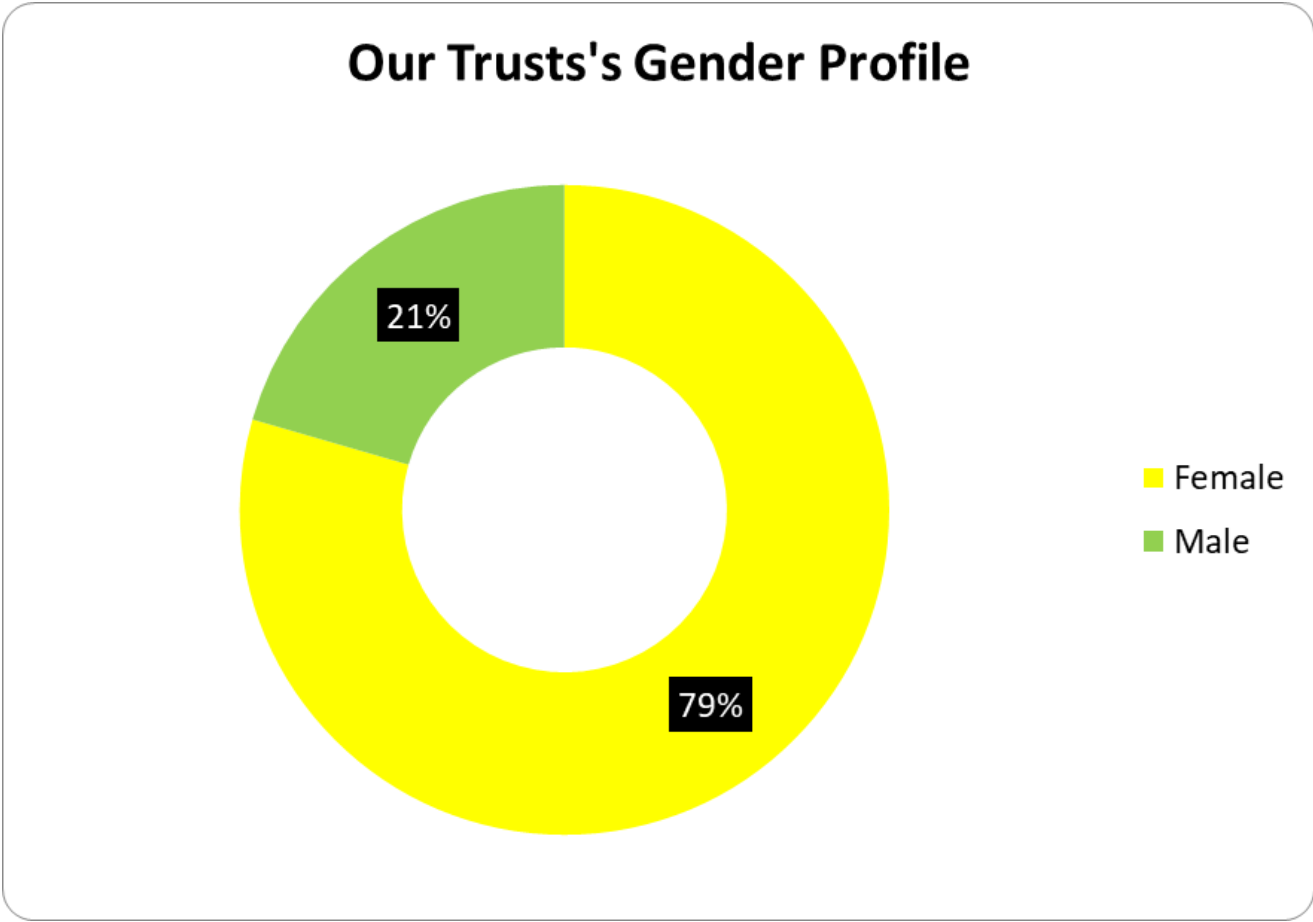
As a Multi Academy Trust with over 250 employees the Holy Family Catholic Multi Academy Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out calculations which show the difference in the average pay of men and women in the Trust across all posts. This GPG Report and is based on data from a snapshot date of 31st March 2022.

It is important to recognise that GPG is different from pay equality. HFCMAT is fully dedicated to gender and pay equality through engagement with key stakeholders, employees and unions. Adoption of the STPCD and NJC principles, along with a commitment to job evaluation and robust recruitment processes provide our organisation with surety in these areas and we continue to monitor and adopt best practice.

The Holy Family Catholic Multi Academy Trust comprises of three primary schools and two secondary schools. At the snapshot date of 31/03/2022 we employed 468 staff, made up of 372 female staff 96 male staff

Over the past three years we have made progress in improving this distribution, especially progressing more women into the top quartile. Addressing this is a slow process, but one we are committed to. We're pleased to report that compared to 2017, 12.8% more women are in the top quartile.



## **Why a gender pay gap is present**

The Trust is structured using grades from the Local government pay spine, National teaching pay grades and Leadership pay grades.

Support staff grades reflect levels of responsibility, and each grade has a set pay range.

Teaching posts the grades are nationally determined and additional allowances are awarded for additional responsibility.

Whilst the entire workforce is covered under the gender pay gap figure the range of different pay arrangements results in a more complex relationship impacting on the gender pay gap figure.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition

The difference in hourly pay is driven by a number of factors including:

- the higher proportion of women employed in the Trust (79% of the HFCMAT employees are female)
- the high proportion of women employed in lower grade roles e.g. cleaners, teaching assistants, catering assistants
- specific senior roles can have a disproportionate impact on the pay gap. During the reporting year the CEO, CFO, as well as the one secondary headteacher and the primary executive headteacher were all occupied by male employees.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent role rather its gender pay gap is the result of the roles of which men and women work within the Trust and the salaries that these attract. Whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (e.g. lunchtime supervisors, cleaners, teaching assistants), are overwhelmingly female.

## **What we are doing to close the gender pay gap**

1. Ensuring the fairness and equality of recruitment. We continue to review our recruitment policies and processes. We aim to have diverse interview panels and scrutinise the recruitment journey to offer insight into the demographics of applicants at each stage. This will provide confidence in the process and enable us to recruit from the widest pool of applicants possible, recruiting the best person for the role regardless of gender.
2. Talent, progression and career paths - The Trust is committed to development for all staff and has established HFConnect a platform that allows all members of staff to connect via an online network with other trust employees, this site will facilitate further training and mentoring opportunities ensuring people can find others doing similar roles across our trust. The "profile" section of the sign up process encourages staff to express their aspirations for leadership and will allow us to access this data to create groups of aspirant leaders at all different levels and school areas. The Trust are currently trialling an internal volunteer mentoring programme and we are keen to see the impact of this. These schemes aim to ensure all staff are fully supported and developed to take full advantage of the opportunities to increase their salaries by gaining promotion.
3. Diversity and inclusion strategy - The Trust continues to strive to create an inclusive culture in which everyone has equal opportunity to achieve their potential. Gender equality will be an integral element of our diversity and inclusion strategies.
4. Policies focused on supporting equality in the workplace - The Trust continues to support and promote family-friendly policies, such as flexible working and shared parental leave, as a direct enabler for staff with caring responsibilities to be able to progress their career.

- 5. The HFCMAT Personnel and Salaries Committee reviews the gender pay gap information periodically.
- 6. We benchmark ourselves against similar organisations.

The time series data below shows the gender pay gap for the Trust over time:

	<b>Median difference in male to female hourly pay</b>	<b>Mean difference in male to female hourly pay</b>
2017	68%	62%
2018	32.20%	25.70%
2019	Not reported due to COVID	Not reported due to COVID
2020	28.60%	23.30%
2021	40.30%	27.80%
2022	30.40%	20.90%

There is a significant reduction in the gender pay gap versus the base year (2017), however the rates fluctuate by year. This will continue to be monitored and as noted above the gender pay gap is a reflection of the roles in which men and women work rather than differences in pay for equivalent roles. If the mix of roles changes the gender pay gap moves accordingly.

### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: AT Moor

Date: 21/03/2023

Status/position: Andy Moor – HFCMAT CEO