**Gender Pay Gap Report for Staff Employed at 31st March 2022**

OLICAT SCHOOLS

c/o ST THOMAS MORE SCHOOL

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**Senior Executive Led: Mr Tony Bishop**

For organisations with over 250 employees it is now a legal requirement to report every year on the gap in salaries paid to male and female members of staff.

This is the Gender Pay Analysis Report for Our Lady Immaculate Catholic Academies Trust as at the 31st March 2021

At the time of reporting, the academy trust was made of 2 secondary schools and 10 Primary School

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The information below has been produced in response to the requirements of the gender pay gap legislation:

**Total employees Male 13.32% ( 114 ) Females 86.68% (742) = total 856**

**No bonuses were paid to staff**

**Snapshot date – 31st March 2021**

|  |  |  |  |
| --- | --- | --- | --- |
| **Difference in the mean hourly pay** | | | **Difference in the median hourly pay** |
| Pay gap % difference male to female |  | 23.76% | 53.21% |

**Snapshot hourly pay gap**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Quartile 1**  **lower** | **Quartile 2**  **Lower Middle** | **Quartile 3**  **Upper Middle** | **Quartile 4**  **Upper** |
| Males (% males to all employees in quartile | 10.28 | 8.41 | 15.42 | 19.16 |
| Females (% females to all employees in quartile | 89.72 | 91.59 | 84.58 | 80.84 |

**Support Statement**

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.

Directors ensure that salaries across the Trust are consistent for similar roles regardless of the gender of the employee. There are however a greater number of female employees that apply for and hold posts within our lower salary ranges.