



Our Lady of Grace Catholic Academy Trust

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Gender Pay Gap Report – 2020/2021

The Our Lady of Grace (OLOG), Catholic Academy Trust in accordance with the Equality Act 2010 (Gender Pay Gap Info) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

OLOG Catholic Academy Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.

This report provides both the statutory disclosures required, as well as further context around gender pay at the OLOG Catholic Academy Education Trust.

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

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate that male and female full pay relevant employees receive is 7.5%

2. Median Pay Gap

The difference between the median hourly rate that male and female full pay relevant employees receive is 29.9%.

3. Mean and Median Bonus Gap

No bonuses were paid to any member of staff for the reporting period.

4. The proportion of male and female receiving a bonus payment

No bonuses were paid to any member of staff for the reporting period.

*An Academy Trust limited by guarantee in the Diocese of Brentwood, registered in England and Wales.
Registered number 09435396. Registered office, as above.*

5. The proportion of male and female in each quantile pay board

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male 12.3%	Male 6.9%	Male 20.8%	Male 12.3%
Female 87.7%	Female 93.1%	Female 79.2%	Female 87.7%

Supplementary Statement

The OLOG Catholic Academy Education Trust is committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and professional development. All our points are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high-level non-adjusted indicator of male and female earnings which is affected by workplace distribution and workforce make up.

Overall the Trust has an 87% female and 13% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentage of male at the higher grades. The fact that there are more female in the lower paid quartiles is the main driver of the overall pay gap.
