



Gender pay gap report for St Cuthbert's RC Academy Trust

Snapshot date: 31 March 2017

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	21.4	21.9

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	n/a

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)	0
Female employees (% paid a bonus compared to all female employees)	0

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)	8.6	11.4	20	30
Female (% females to all employees in each quartile)	91.4	88.6	80	70

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 26/10/18

Status/position:

Chief Executive Officer

Optional supporting narrative

We are a mixed primary & secondary academy trust. The secondary academy does not outsource any of the main support service roles e.g. cleaning & catering. The majority of these roles are undertaken by women and are low paid and often at reduced hours. This has a significant impact on our gender pay averages across the Trust. The Trust SLT is evenly mixed between male and female members, however, given the gender profile of the organization, it therefore appears there is a male gender bias. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias. We follow STPCD for all teaching roles in the organization thus ensuring progression on merit, not gender bias.