



**St Ralph
Sherwin**
Catholic Multi Academy Trust

St Ralph Sherwin Catholic Multi Academy Trust

Gender Pay Gap Report As at 31 March 2019





Gender Pay Gap Report

The Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and commitment to continuing professional development.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data. We produce the following data:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay, over a 12-month period, between male and female employees
- the difference in median bonus pay, over a 12-month period, between male and female employees
- the proportion of male and female employees receiving a bonus payment during the 12-month period
- the proportion of male and female employees in each quartile band

We are required to publish the results on our own website and a government website by 30 March 2020. This is the third report published by the Trust (formally the Saint Robert Lawrence Catholic Academy Trust).

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.



**St Ralph
Sherwin**
Catholic Multi Academy Trust

This report relates to the St Ralph Sherwin Catholic Multi Academy Trust – “The Trust”. The Trust is a relevant employer for the purposes of Gender Pay Gap Reporting as it is a public sector organisation with 250 or more employees. The Trust is the legal entity and makes a single report for all the academies within The Trust, which at the snapshot date were:

Blessed Robert Sutton Catholic Voluntary Academy
Christ the King Catholic Voluntary Academy
English Martyrs' Catholic Voluntary Academy
Holy Rosary Catholic Voluntary Academy
St Alban's Catholic Voluntary Academy
St Anne's Catholic Voluntary Academy
Saint Benedict Catholic Voluntary Academy
St Charles Catholic Voluntary Academy
St Edward's Catholic Academy
St Elizabeth's Catholic Voluntary Academy
St George's Catholic Voluntary Academy
St John Fisher Catholic Voluntary Academy
Saint John Houghton Catholic Voluntary Academy
St Joseph's Catholic Voluntary Academy, Derby
St Joseph's Catholic Voluntary Academy, Matlock
St Margaret's Catholic Voluntary Academy, Derby
St Mary's Catholic Voluntary Academy, Glossop
St Mary's Catholic Voluntary Academy, Marple Bridge
St Mary's Catholic Voluntary Academy, New Mills
St Philip Howard Catholic Voluntary Academy
St Thomas Catholic Voluntary Academy
St Thomas More Catholic Voluntary Academy
The Priory Catholic Voluntary Academy

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by **using our existing HR and payroll records**. All employees can confirm and update their records if they choose to by contacting hr@srsrmat.co.uk



Gender Pay Gap

The gender pay gap is the difference between the average earnings of men and women, using the hourly rate, expressed relative to men's earnings.

The following figures are the data for St Ralph Sherwin Catholic Multi Academy Trust at our 'snapshot date' of 31 March 2019.

Mean Hourly Ordinary Pay			Mean Gender Pay Gap
Female	Male	Total	
17.93	24.46	19.04	26.7%

Median Hourly Ordinary Pay			Median Gender Pay Gap
Female	Male	Total	
11.69	23.54	12.48	50.34%

	Total	Female	Male
1st (lower) Quartile	291	260	31
2nd Quartile	292	256	36
3rd Quartile	292	246	46
4th Quartile	292	207	85
Organisation	1167	969	198

	Female	Male
1st (lower) Quartile	89.35%	10.65%
2nd Quartile	87.67%	12.33%
3rd Quartile	84.25%	15.75%
4th Quartile	70.89%	29.11%
Organisation	83.03%	16.97%



**St Ralph
Sherwin**
Catholic Multi Academy Trust

All male and female employees are paid equally on national pay scales. Support staff (i.e. nonteaching) roles are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair. All appointments are subject to a fair equal opportunities process.

The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff. I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap Information for the Academies within the St Ralph Sherwin Catholic Multi-Academy Trust.

Sean McClafferty
Chief Executive Officer
St Ralph Sherwin Catholic
Multi Academy Trust

Jacqueline Rodden
Chair of the Trust Board
St Ralph Sherwin Catholic
Multi Academy Trust