

## Gender Pay Gap Reporting

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. We are required to publish the results on our own website and a government website and we will do this annually within one calendar year of 31 March.

As required, this year, the snap shot of our data is from 31 March 2020, and for information on 1 April 2020, Carmel Education Trust became Bishop Hogarth Catholic Education Trust. Our data is representative of the following schools and those shown in bold have joined the Trust since our previous report on 31 March 2019:-

- |   |  |
|---|--|
| 1. Carmel College, Darlington   | <b>9. St John the Evangelist Catholic Primary School, Billingham</b> |
| 2. Holy Family Catholic Primary School                                  | 10. St Joseph's Catholic Primary School, Norton                      |
| 3. Our Lady & St Bede Catholic Academy, Stockton                        | <b>11. St Joseph's Catholic Primary School, Billingham</b>           |
| 4. Our Lady of the Most Holy Rosary Catholic Primary School, Billingham | 12. St Michael's Catholic Academy, Billingham                        |
| 5. St Augustine's Catholic Primary School, Darlington                   | <b>13. St Paul's Catholic Primary School, Billingham</b>             |
| 6. St Bede's Catholic Primary School, Darlington                        | <b>14. St Teresa's Catholic Primary School, Darlington</b>           |
| 7. St Bede's Catholic Primary School, Stockton                          | <b>15. St Williams Catholic Primary School, Trimdon</b>              |
| 8. St Gregory's Catholic Primary School, Stockton                       |  |

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<b>The mean gender pay gap</b>	15.96%
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<b>The median gender pay gap</b>	28.81%
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<b>The mean bonus gender pay gap</b>	n/a
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<b>The median bonus gender pay gap</b>	n/a
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<b>The proportion of males and females receiving a bonus payment</b>	n/a
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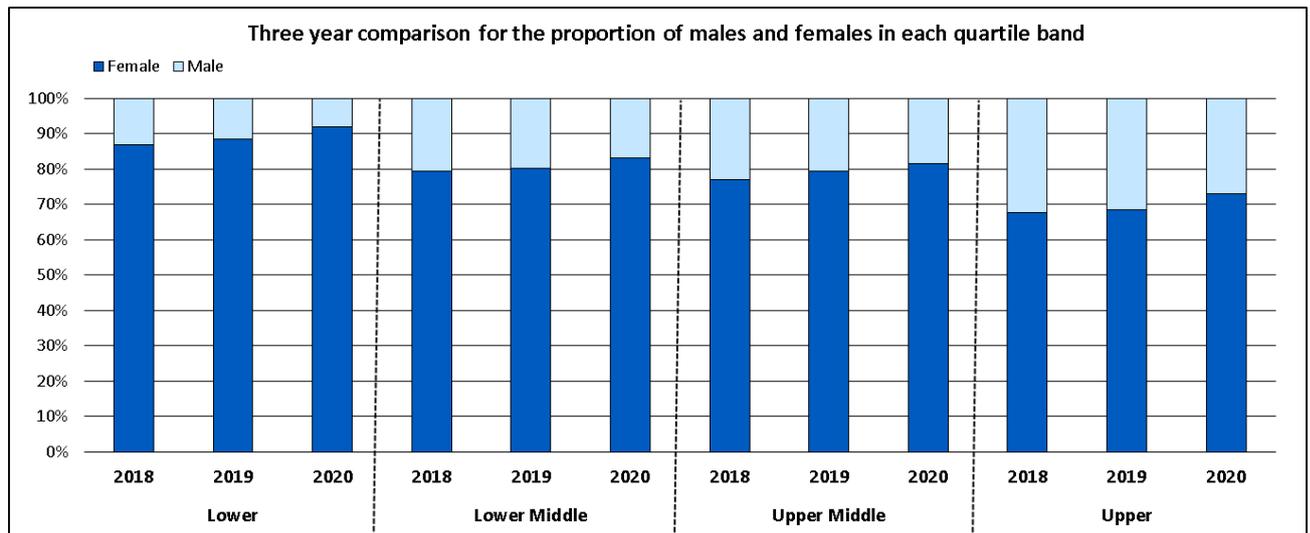
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### The proportion of males and females in each quartile band

	Female	Male
<b>Lower</b>	91.94%	8.06%
<b>Lower Middle</b>	83.24%	16.76%
<b>Upper Middle</b>	81.62%	18.38%
<b>Upper</b>	72.97%	27.03%

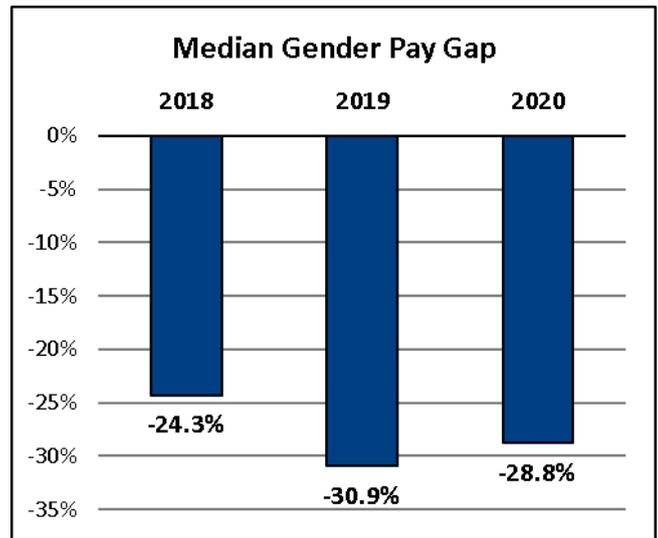
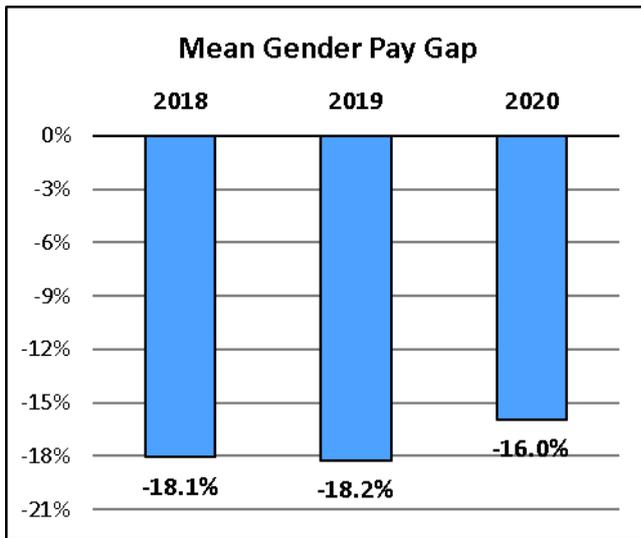
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, then there is a gender pay gap.

The following additional data is provided for information and comparison purposes:-

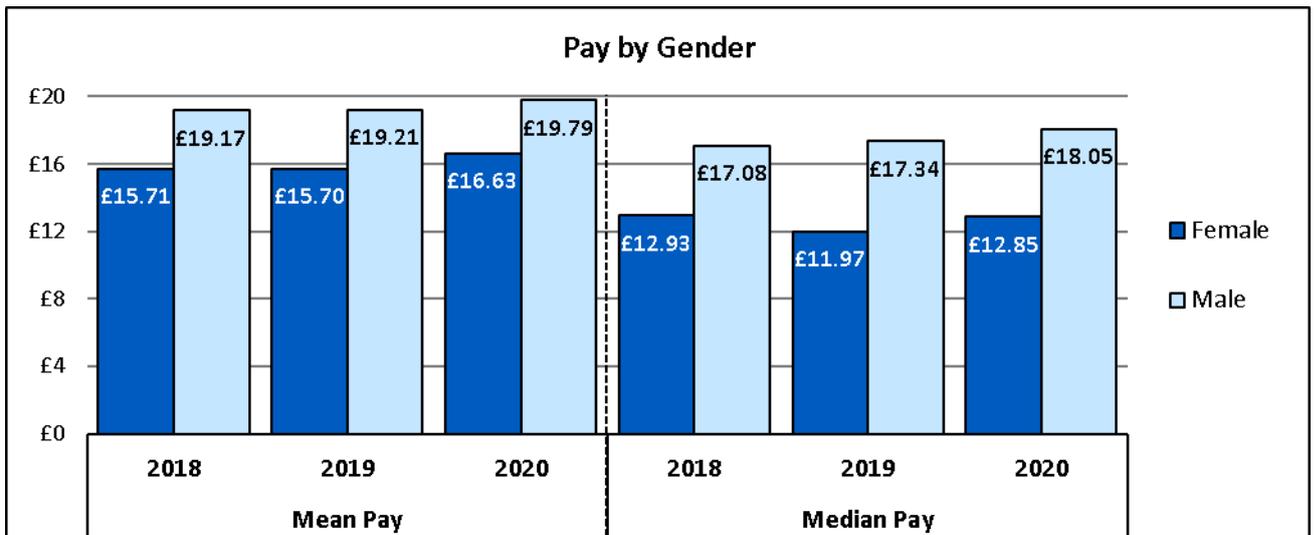


Our data shows that within Bishop Hogarth Catholic Education Trust in all quartiles there is a higher proportion of women and that the proportion is rising year-on-year. The largest change in the gender gap was in the Upper quartile, at 9%, although the Upper quartile continues to have the smallest gender gap.

During the period (April 2019 – March 2020), a further five primary schools joined the Trust with a staffing profile favouring women in all quartiles.



Overall the mean gender pay gap has reduced by 2.2% to 16.0% in 2020. This reduction is due to the mean pay of female staff increasing at twice the rate of male staff, with female pay up 5.9% on average compared to 3.0% for males. The median pay for females has increased by 7.3% in 2020 compared to 4.1% for males, which has resulted in a 2.1% reduction to the Trust’s median gender pay gap, with the gap now at 28.8%. However, the median gender pay gap for the Trust remains wider than it did in 2018 due to the median pay for females remaining lower than 2018’s figure.



The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and make-up. The majority of staff are in the lower pay quartiles which have traditionally been over represented by females in occupations including cleaning, catering, lunchtime supervision, administration and education support staff.

Bishop Hogarth Catholic Education Trust has structured Pay Scales that correspond to School Teachers Pay & Conditions and Local Authority Pay Scales and are not gender specific. We are committed to promoting equality and we aim to recruit an appropriately qualified workforce that is representative of all sectors of the community.

Bishop Hogarth Catholic Education Trust supports staff in a number of ways including:-

- Training for all staff
- Equality of opportunity

- Commitment to professional development and career progression
- Encouraging diversity in roles that are under represented
- Developing Family friendly policies

We believe that the overall gender pay gap reflects workforce composition rather than pay inequalities. Through our Equality Objectives we will seek, wherever possible, to encourage participation and recruitment to under represented roles.

A handwritten signature in black ink that reads "M Regan". The signature is written in a cursive style with a large, stylized 'M' and 'R'.

M Regan OBE DL  
**Chief Executive Officer & Accounting Officer**