

The Painsley Catholic Academy

Gender Pay Gap reports

The Painsley Catholic Academy is an equal opportunities employer and offer a tiered salary structure, irrespective of gender. We currently employ more women than men in each pay quartile (see table).

All trainees and new staff are recruited under the same structure and their earning ability depends on their success and career progress. All employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards. Measures will take time to show, however through training, mentoring and support we will aim to reduce the pay gap figures so that it represents a more balanced and equal situation.

We strive to continually improve our gender gap and will publish the results annually as a requirement of the government initiative into equal pay.

2016-2017 Gender Pay Gap

Difference in mean hourly rate of pay	31.8%	
Difference in median hourly rate of pay	48.8%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	Male 0%	Female 0%
Employees by pay quartile	Male	Female
Upper quartile	27.1%	72.9%
Upper middle quartile	14.6%	85.4%
Lower middle quartile	10.4%	89.6%
Lower quartile	4.2%	95.8%
Size of your organisation		
Number of employees within your organisation		250 to 499