

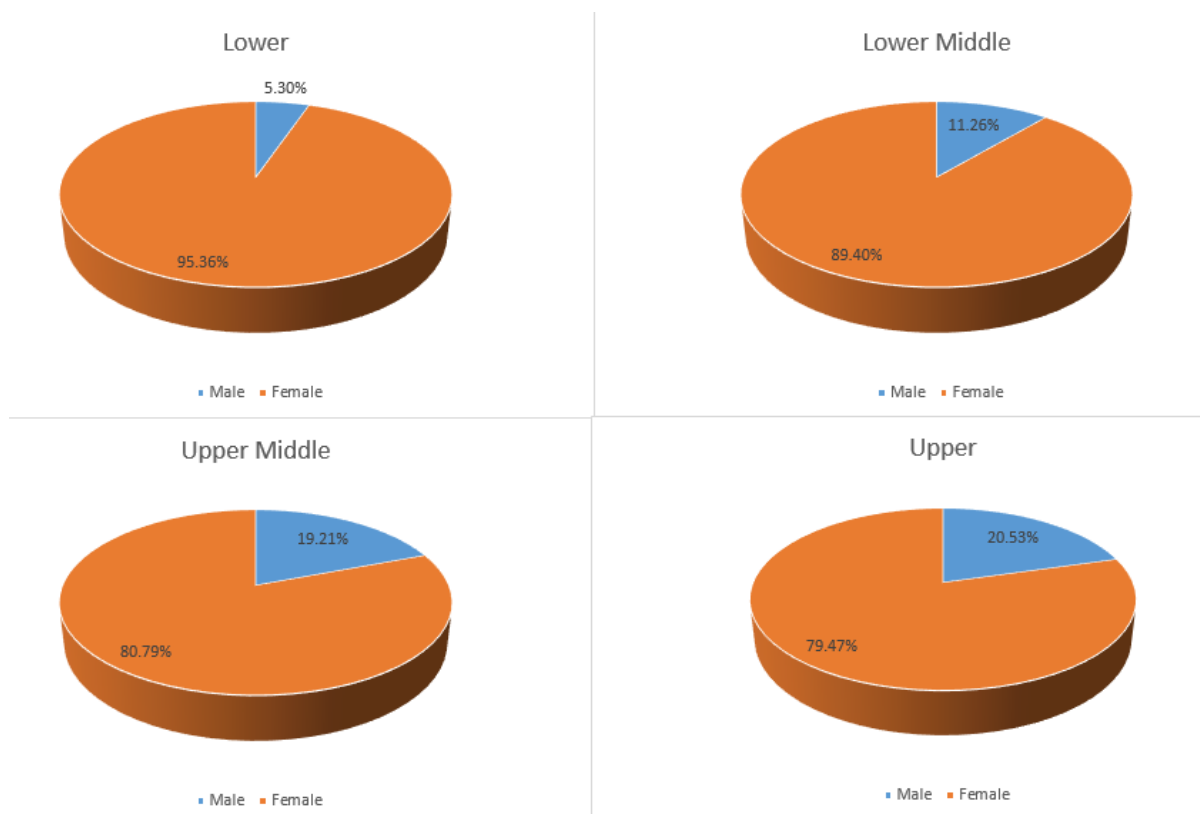
## Gender Pay Gap as at 31/03/2020

Mean Gender Pay gap 27.7%

Median Gender Pay gap 52.1%

Bonus gap N/A

### Quartile pay bands:



The Painsley Catholic Academy is an equal opportunities employer and continues to offer a tiered salary structure, irrespective of gender. The statistics as at 31/03/2020 show that out of 606 staff, 86% are female and 14% are male, which we believe is due to the flexible environment and posts available within the education sector for those with childcare commitments.

All trainees and new staff are recruited under the same structure and their career progression / earning ability is determined solely by success in post. Employment opportunities are open to all and we actively encourage our employees to develop and grow to reach their full earning potential. To this end, we are supportive in offering flexible training to allow employees to continue to develop at a pace, and in a way, that is suited to their individual needs and goals.

The pay gap difference is primarily due to the varied roles and associated salaries that are available within our organisation. However, all employees working in the same bandings will earn the same rewards and these bandings are based on an historic job evaluation exercise which matched responsibilities with suitable salaries across the structure. We have made progress to reduce the mean pay gap difference since our last report based on 31/03/2018 data and are confident that this will reduce further through training, mentoring and support.

We have designated the academic year 2021/22 "The year of CPD" to make sure that all staff achieve their full potential.