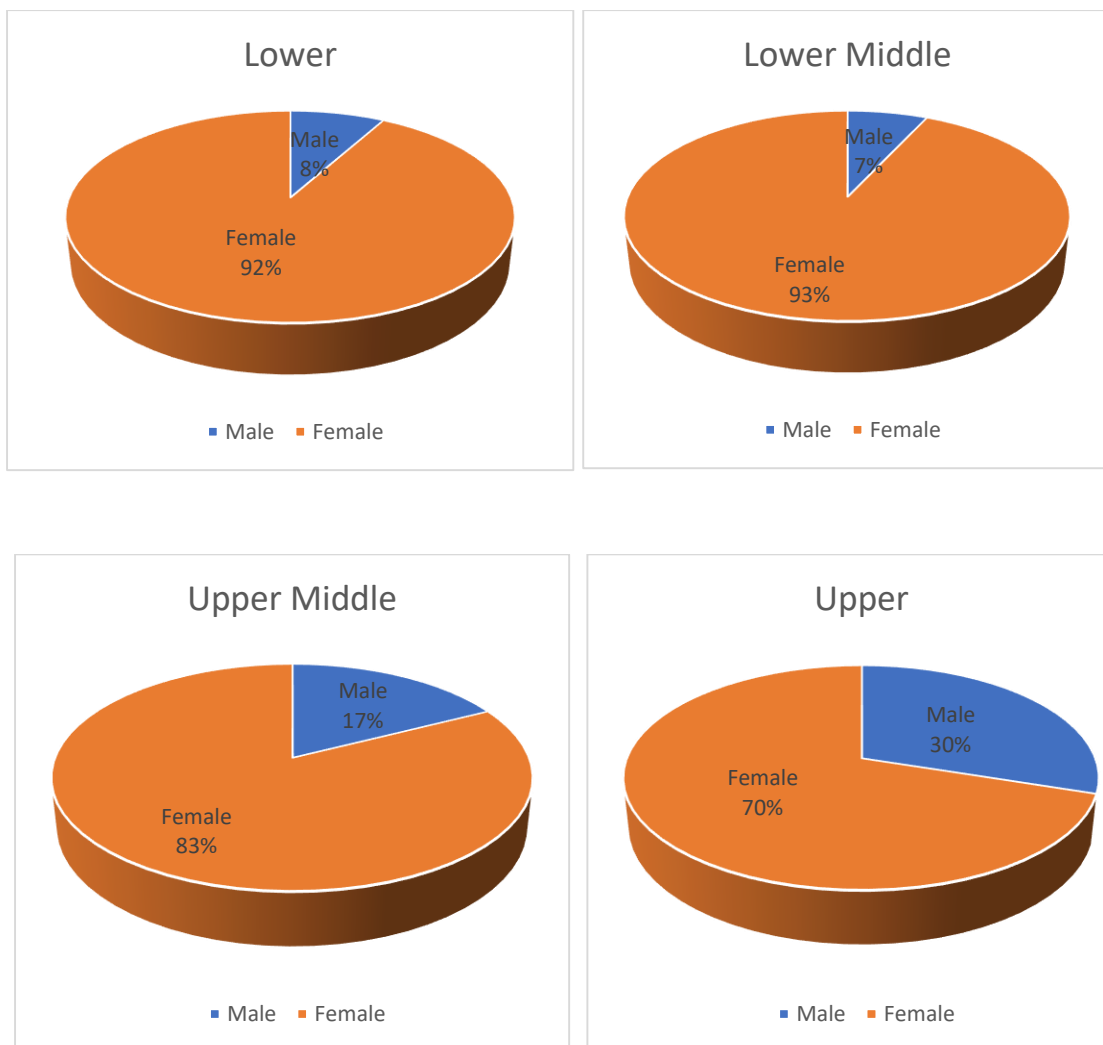


Painsley Catholic Academy

Gender Pay Gap 31/03/2021

Mean Gender Pay Gap	30.4%
Median Gender Pay Gap	57.7%
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 31/03/2021 show that 84% of our staff

640 staff are female and 16% are male, which we believe is due to the flexible environment and posts available within the education sector for those with caring 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 a historic job evaluation exercise which matched responsibilities with suitable salaries across the structure. Despite pay awards being offered based on scale / role on an equitable basis the mean pay gap difference since our last report, based on 31/03/2020, data has increased. We believe that this is due to the increase in employees (34, 5.6%) and the fact that a higher proportion of these are women who tell us they are attracted to employment with the trust due to the flexibility and support (rather than just salary) offered for caring responsibilities.

Our "year of CPD" continues to August 2022 to make sure that all staff achieve their full potential.