

Gender Pay Gap 31/03/2022

Mean Gender Pay Gap **20.3%**

Median Gender Pay Gap **37.5%**

Bonus Gap **N/A**

Quartile pay bands:

	Male	Female
Lower	13.2%	82.2%
Lower Middle	8.6%	87.4%
Upper Middle	22.5%	73.5%
Upper	23.2%	72.2%

The Painsley Catholic Academy is an equal opportunities employer and continues to offer a tiered salary structure, irrespective of gender. The statistics as at 31/03/2022 show that 82% of our 579 staff are female and 18% are male.

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.

Our pay gap difference has dropped significantly compared to last year with the mean dropping by 10% to 20.29%, and the median by 20.22% to 37.48% which is good progress towards reducing the gap. This is linked to the drop in overall employee numbers across the trust as the catering and cleaning staff (who transferred out in Autumn 21) were predominantly women. However, as in previous years, 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.