



Our Lady of Walsingham Catholic Multi Academy Trust Gender Pay Gap Report

Snapshot date: 31 March 2023

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.80%	40.90%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0%, no bonuses paid	0%, no bonuses paid

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	14.02%	14.02%	22.12%	31.46%
Female (% females to all employees in each quartile)	85.98%	85.98%	77.88%	68.54%

Supporting statement

I confirm that the information published here is accurate.

Signature: Richard Stevenson Date: 26 March 2024

Status/position: COO

Supporting narrative

Commentary:

The report to 31 March 2023 for Our Lady of Walsingham Catholic MAT is based on data covering 425 relevant employees across 5 Primary Schools and 2 High School in Cambridgeshire and Suffolk. For all our schools; in line with the education sector; the employee demographic is overwhelmingly female, with 79% of employees being female primarily in quartiles 1, 2 and 3. The roles and hourly profile of this section of our staffing significantly effects the statistics reported and the resulting pay gap.

Between 2022 and 2023 the median hourly pay difference increased from 35.6% to 40.90% while the mean hourly rate difference reduced from 22.4% to 19.80% as a result of more females in higher quartile roles.