



## Gender Pay Gap Report 2018

The Xavier Catholic Education Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 31.81%.

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 47.31%.

### 3. Mean and Median Bonus Gap

No bonuses were paid to any member of staff for the reporting period.

### 4. The Proportion of males and females receiving a Bonus Payment

No bonuses were paid to any member of staff for the reporting period.

### 5. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
5.7% Male 94.3% Female	6.6% Male 93.4% Female	18.5% Male 81.5% Female	29.4% Male 70.6% Female



## Supporting Statement

The Xavier Catholic Education Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

Overall the Trust has an 85% female and 15% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades.

The fact that there are more women in the lower paid quartiles is the major driver of the overall pay gap.

The Xavier Catholic Education Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working and recruitment processes.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Xavier Catholic Education Trust.

A handwritten signature in black ink, appearing to read 'Ani Magill', is written over a light grey background.

Signed:

Ani Magill