



**Xavier Catholic Education Trust**  
**Statutory Gender Pay Gap Report**

**Approved and adopted by the Xavier Catholic Education Trust  
in May 2022**

**Committee Responsible: HR**

## INTRODUCTION

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1. This Report contains the Xavier Catholic Education Trust's standard disclosure of the gender pay gap for the multi-academy trust.
2. All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
3. The Xavier Catholic Education Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.
4. This report provides both the statutory disclosures required, as well as further context around gender pay at the Xavier Catholic Education Trust.

## STATUTORY DISCLOSURES

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5. The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2021.

### 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	26.37%	41.54%

### 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	Not applicable	Not applicable

### 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)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

### 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)	6.4%	9.3%	23%	26.8%
Female (% females to all employees in each quartile)	93.6%	90.7%	77%	73.2%

### MANAGEMENT RESPONSE

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6. The Xavier Catholic Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation within the Trust. The Xavier Catholic Education Trust follows National and Surrey pay guidelines, for both teaching and support roles and the Trust is pleased that there is a minimal gender gap in posts recognised within teach quartile, which demonstrates that there is equality of opportunity in progression for both genders in this organisation. However, the Trust also recognise that there are significantly higher proportions of women working in support roles (within the lower quartiles), which impacts on the overall measures. The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.
7. Whilst understanding that these issues face all companies and the education sector in particular, the Xavier Catholic Education Trust recognises its responsibilities and will continue to:
  - Ensure that the recruitment, induction and career development processes across the Trust, encourage all staff to progress their careers within the Trust.
  - Encourage personal development and confidence to apply for promotion through our range of leadership courses, coaching, mentoring and sharing of good practice across Xavier schools and the Teaching School Hub.

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.

Signed: Ani Magill CEO