

Gender Pay Gap Reporting

Difference in the mean hourly pay male to female: 28.5%

Difference in the median hourly pay male to female: 49.7%

Proportion of male and female employees who were paid bonus pay: 0%

Proportion of male and female employees according to quartile pay bands:

Quartile 1 (Lower): Male 14.2% Female: 85.8%

Quartile 2 (Lower middle): Male 2.0% Female: 98.0%

Quartile 3 (Upper middle): Male 18.8% Female: 81.2%

Quartile 4 (Upper): Male 22.2% Female: 77.8%

Aquinas Church of England Education Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. An employer must comply with the regulations for any year where they have a headcount of 250 or more employees on the snapshot date. On 31st March 2017, Aquinas had 595 employees (85 male, 510 female) for the purposes of these calculations.

Aquinas is committed to ensuring that all staff receive equal pay for equal work regardless of gender. We follow the School Teachers' Pay and Conditions Document for setting Teachers' pay, and the NJC for Local Government Services guidance for setting Associate Staff pay. Therefore, men and women who carry out the same job, similar jobs, or work of equal value are paid the same.

Our analyses of the Trust's gender pay gap shows that there is a difference in the average and median pay between men and women. However, these figures are skewed due to the high proportion of female employees within the Trust.

The majority of the male staff are paid as teachers: 62%, who earn the same as their female counterparts. Only 32% of our female employees are teachers. However, there is a greater proportion of females than males in senior posts which demonstrates that women are progressing or being appointed to the most senior positions across the Trust.