The Holy Spirit Catholic Multi Academy

Gender Pay Gap Report 2024

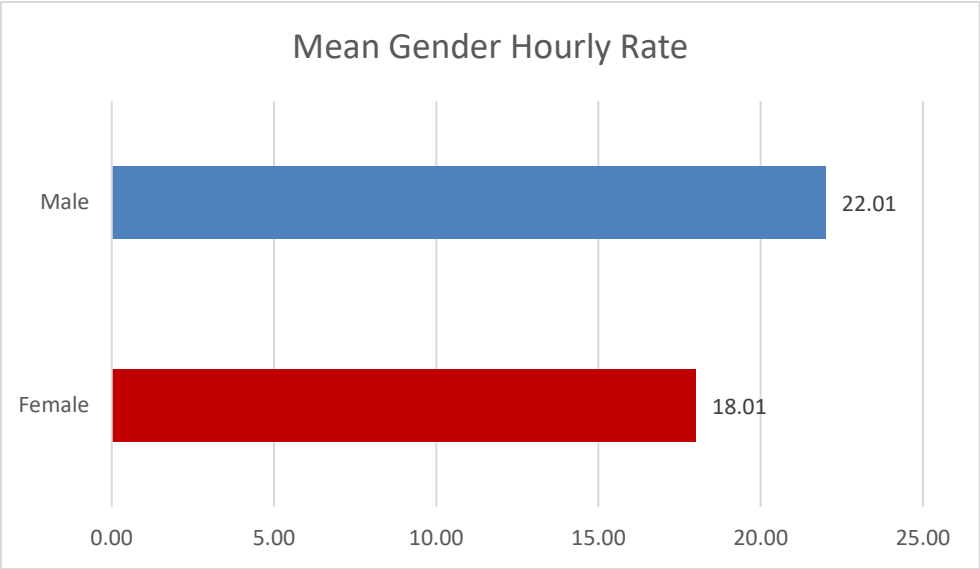
With grace and humility, glorify the Lord by your life

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers with 250 or more employees in the UK to publish details of their gender pay gap by producing the following information:

1. Difference in mean pay between male and female employees
2. Difference in median pay between male and female employees
3. Difference in mean bonus pay, over a 12 month period, between male and female employees
4. Difference in median bonus pay, over a 12 month period, between male and female employees
5. Proportion of male and female employees receiving a bonus payment during the 12 month period
6. Proportion of male and female employees in each quartile band

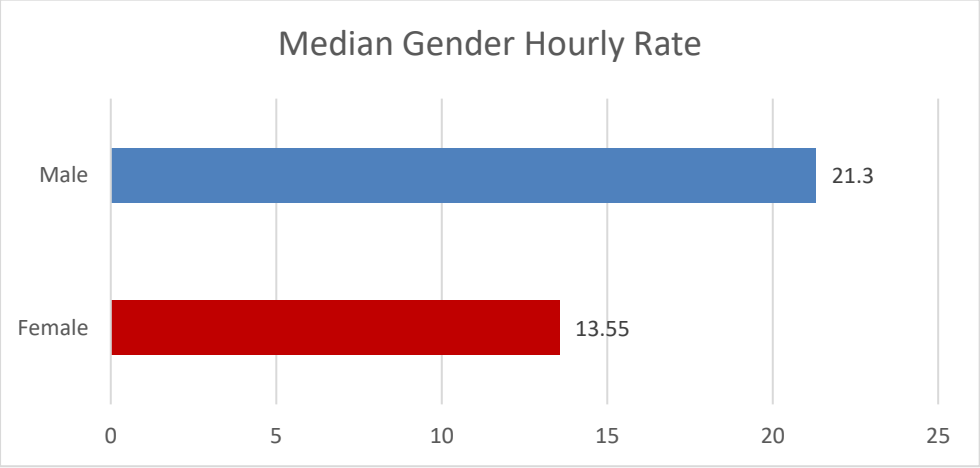
The following figures are the data for The Holy Spirit Catholic Academy taken from our 'snapshot date' of 31 March 2024.

1. **Difference in mean hourly rate of pay between male and female employees**



Mean Gender Pay Gap 18.20%

2. **Difference in median hourly rate of pay between male and female employees**



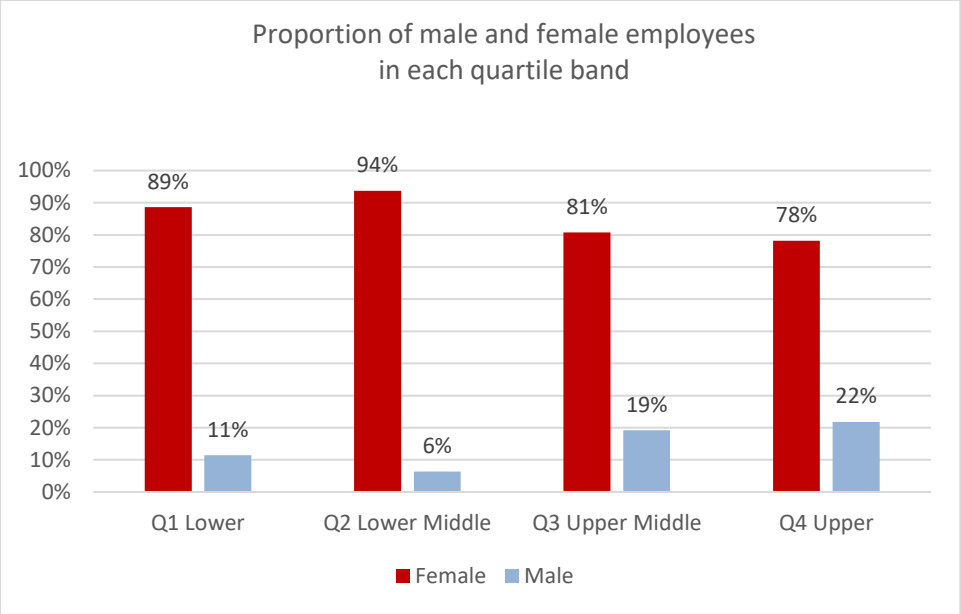
Median Hourly Rate Gender Pay Gap 36.4 %

3. **Difference in mean bonus pay, over a 12 month period, between male and female employees**
   No bonuses are paid in The Holy Spirit Catholic MAC.

4. **Difference in median bonus pay, over a 12 month period, between male and female employees**
   No bonuses are paid in The Holy Spirit Catholic MAC.

5. **Proportion of male and female employees receiving a bonus payment during the 12 month period**
   No bonues are paid in The Holy Spirit Catholic MAC.

6. **Proportion of male and female employees in each quartile band**

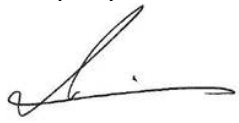


Total Male and Female split

Female – 85%
Male – 15%

- The Holy Spirit Catholic MAC is committed to the promotion of equality opportunities and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, 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.
- Within The Holy Spirit MAC **85%** of all employees are female. The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff.
- All principals within the MAC are female including the Senior Executive Principal. Currently, therefore, the six most senior positions are filled by female leaders.
- 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 presents the Gender Pay Gap Information for The Holy Spirit Catholic Multi Academy Company.



Phil Richardson
Chair, Holy Spirit MAC **13th February 2025**