

THE GOOD SHEPHERD CATHOLIC TRUST
LONDON BOROUGH OF REDBRIDGE AND BARKING & DAGENHAM



Gender Pay Gap Reporting - 2023/24

The Good Shepherd Catholic Trust is an employer who by law are required to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities, Gender Pay Gap Information) Regulations 2017 and as an employer of over 250 employees. We are required to measure and report on the Gender Pay Gap within the Trust.

These results have to be published on our website no later than 31st March annually.

1. The difference in the mean pay of full pay women and men expressed as a percentage.
2. The difference in the median pay of full pay women and men expressed as a percentage.
3. The difference in the mean of bonus pay of women and men expressed as a percentage.
4. The difference in the median of bonus pay of women and men expressed as a percentage.
5. The proportion of women and men who received bonus pay.
6. The proportion of full pay women and men in each of the four quartiles.

The following data, which has been accurately calculated following Governmental guidance, has been published for staff employed on 31 March 2023.

1. The Mean Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Mean	£25.44	£24.10	5.30%

2. The Median Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Median	£25.52	£18.07	29.20%

The Trust did not pay any bonuses to staff and therefore, does not need to report on 3, 4, and 5.

6. The Median Gender Pay Gap

Quartile Percentages

	Female	Male
Lower	91.48%	8.52%
Lower Middle	89.08%	10.92%
Upper Middle	73.86%	26.14%
Upper	81.61%	18.39%

Narrative of The Good Shepherd Catholic Trust

The Good Shepherd Catholic Trust is committed to promoting equal opportunities as defined by the Equalities Act 2010. Regarding the employment.

The Trust follows Teacher Pay and Conditions for all teaching staff. Pay scales for non-teaching staff are set by the National Joint Council for Local Government Services. All pay scales are reviewed on an annual basis. The Trust recognises TUPE protections where Academies join the Trust. The Trust are committed to providing opportunities, training and development to all staff.

There is a high proportion of staff who are female and the majority of non-teaching roles are part-time in common throughout the education sector. This has an impact on average salaries and this flexibility does influence applicants. Within the Trust both men and woman in comparable roles are entitled to the same pay. The Trust consists of 7 Primary Schools and 1 Secondary School.

This report is based on a snap shot date as at 31st March 2023. The Trust on this date employed 368 staff, 311 females (84.5%) and 57 males (15.5%).

I can confirm that the above information has been prepared from our payroll and financial data and fairly presents the Gender Pay Gap information for The Good Shepherd Catholic Trust.