

**St Teresa of Calcutta MAC - Data taken on 31/03/2022**

**Gender Make Up**

St Teresa of Calcutta MAC the gender make up of our staff is:



71.21% of Women

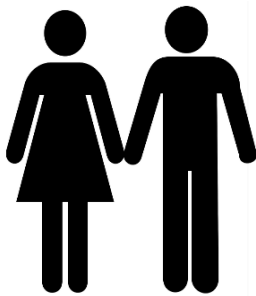


28.79% of Men

**Gender Pay Gap**

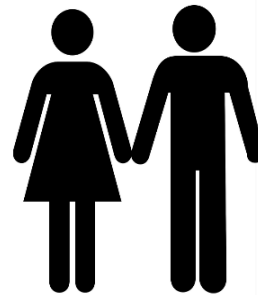
In St Teresa of Calcutta MAC the gender pay gap is:

**Mean Pay Gap**



8.9%

**Median Pay Gap**



13.3%

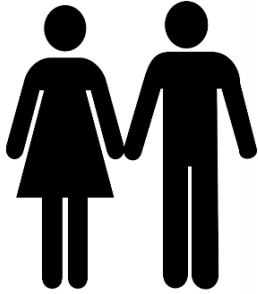
**Bonus Pay**

St Teresa of Calcutta MAC does not pay bonuses to its staff.

**Pay by Quartiles**

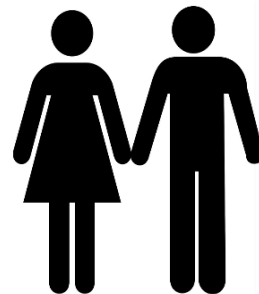
In St Teresa of Calcutta MAC the proportion of full-pay men and women in each of the four quartile pay bands is:

**Lower Quartile**



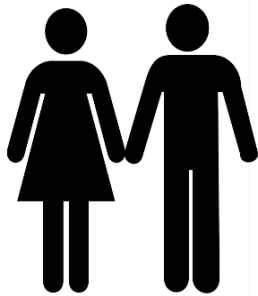
66.7% female 33.3% male

**Lower Middle Quartile Upper**



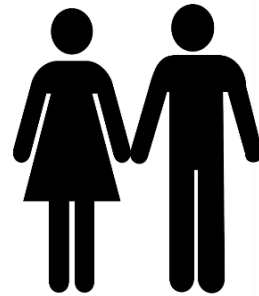
84.2% female 15.8% male

**Upper Middle Quartile**



69.3% female 30.7% male

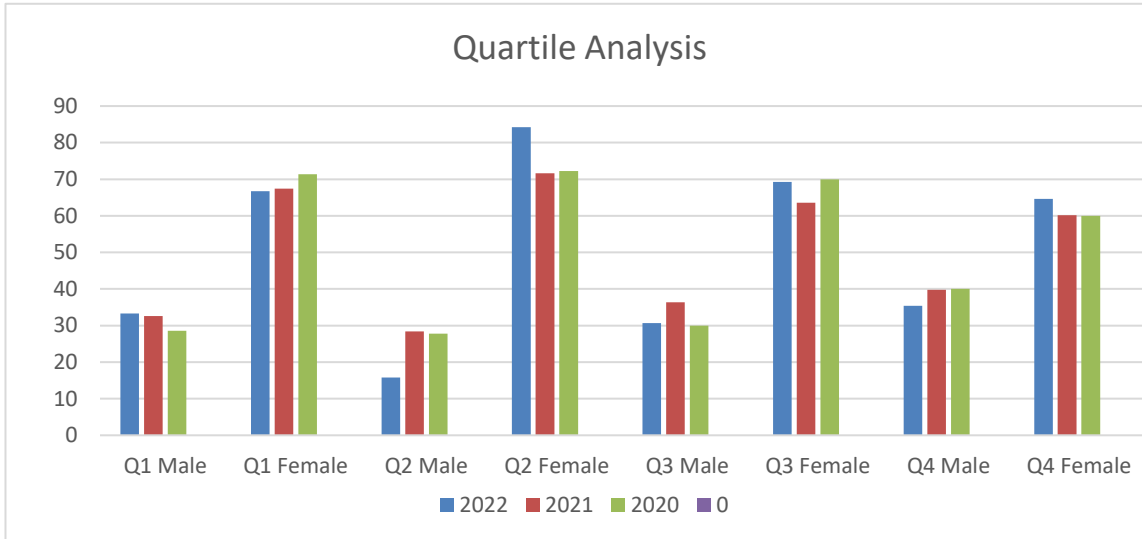
**Upper Quartile**



64.6% female 35.4% male

**Gender Pay Gap Four Year Quartile Analysis**

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2022	33.3	66.7	15.8	84.2	30.7	69.3	35.4	64.6
2021	32.6	67.4	28.4	71.6	36.4	63.6	39.8	60.2
2020	28.6	71.4	27.8	72.2	30	70	40	60
0	0	0	0	0	0	0	0	0



**Gender Pay Gap Four Year Analysis**

Year	Pay Mean	Pay Median
2022	8.9	13.3
2021	8.6	10.4
2020	10.4	14
0	0	0

