St Teresa Of Calcutta MAC Data Taken As At 31/03/2023

Gender Make Up

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

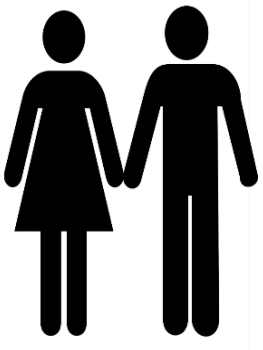
72.23% of Women

27.77% of Men

Gender Pay Gap

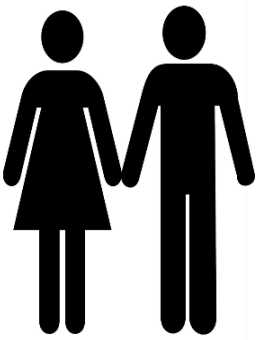
In St Teresa Of Calcutta MAC the gender pay gap is:

Mean Pay Gap



11.5%

Median Pay Gap



19%

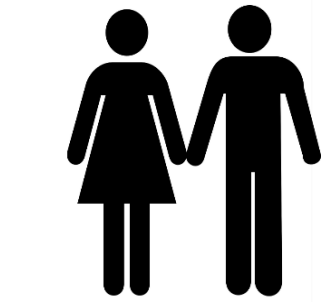
Bonus Pay

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

Pay by Quartiles

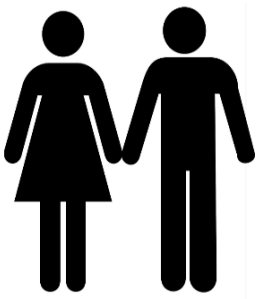
In St Teresa Of Calcutta MAC the proportion of full-pay men and women in each of the four quartile pay bands is:

Lower Quartile



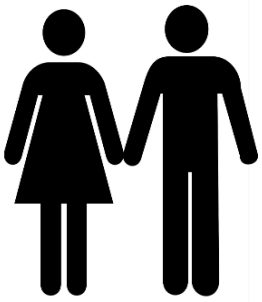
72.2% Female 27.8% of Male

Lower Middle Quartile



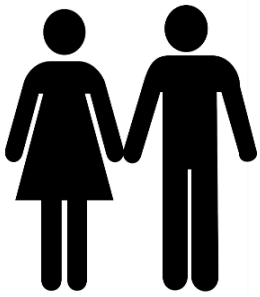
81.4% of Female 18.6% of Male

Upper Middle Quartile



71.1% Female 28.9% Male

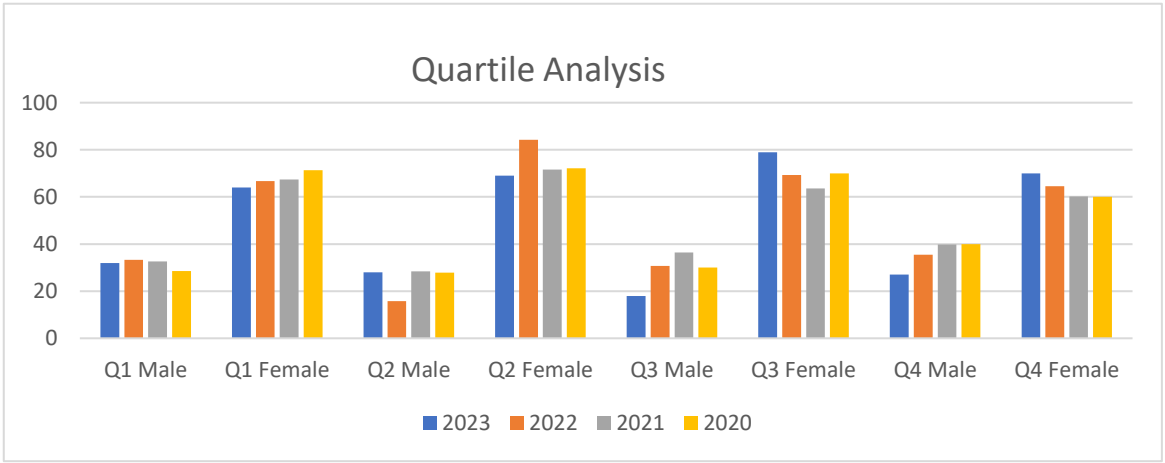
Upper Quartile



66.7% Female 33.3% Male

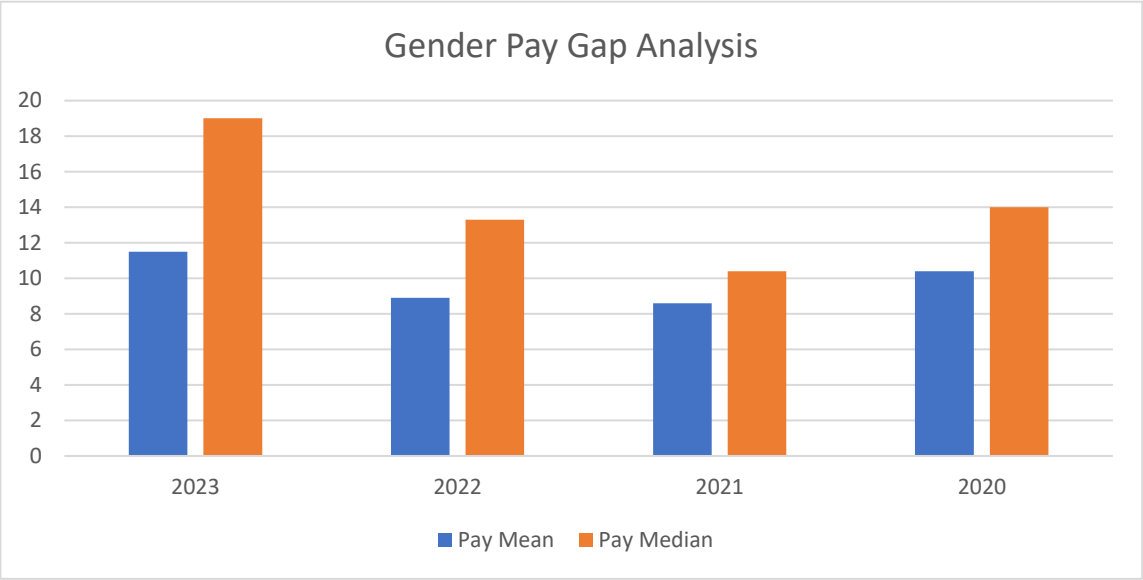
Gender Pay Gap Four Year Quartile Analysis

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2023	32	64	28	69	18	79	27	70
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



Gender Pay Gap Four Year Analysis

Year	Pay Mean	Pay Median
2023	11.5	19
2022	8.9	13.3
2021	8.6	10.4
2020	10.4	14



Requirements:

1	**Mean Hourly Rate of Pay for all Male Full Pay Relevant Employees**	**£21.29**		
	Total Full Pay Relevant Males	*105*		
	Total Sum Full Pay Relevant Males	*£2,235.81*		
2	**Mean Hourly Rate of Pay for all Female Full Pay Relevant Employees**	**£18.84**		
	Total Full Pay Relevant Females	*282*		
	Total Sum Full Pay Relevant Females	*£5,312.62*		
3	**Median Hourly Rate of Pay for all Male Full Pay Relevant Employees**	**£19.56**		
	Total Full Pay Relevant Males	*105*		
	MaxFull Pay Relevant Male	£67.81		
	MinFull Pay Relevant Male	£5.64		
4	**Median Hourly Rate of Pay for all Female Full Pay Relevant Employees**	**£15.85**		
	Total Full Pay Relevant Females	*282*		
	MaxFull Pay Relevant Female	£53.28		
	MinFull Pay Relevant Female	£9.37		
5	**Mean Bonus Pay for all Male Relevant Employees** *-(Not calculated as None in Org)*	**£0.00**		
6	**Mean Bonus Pay for all Female Relevant Employees** *-(Not calculated as None in Org)*	**£0.00**		
7	**Median Bonus Pay for all Male Relevant Employees** *-(Not calculated as None in Org)*	**£0.00**		
8	**Median Bonus Pay for all Female Relevant Employees** *-(Not calculated as None in Org)*	**£0.00**		

9	**Mean Gender Pay Gap**	**11.5**	%	*((Row 1 – Row 2) / Row 1) * 100*
10	**Median Gender Pay Gap**	**19**	%	*((Row 3 – Row 4) / Row 3) * 100*
11	**Mean Bonus Gender Pay Gap** *-(Not calculated as None in Org)*	**£0.00**		*((Row 5 – Row 6) / Row 5) * 100*
12	**Median Bonus Gender Pay Gap** *-(Not calculated as None in Org)*	**£0.00**		*((Row 7 – Row 8) / Row 7) * 100*
13	**Proportion of Males receiving a Bonus payment** *-(Not calculated as None in Org)*	**£0.00**		*(A / B) x 100*
	A = number of male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date =	0		
	B = the number of male relevant employees =	105		
14	**Proportion of Females receiving a Bonus payment** *-(Not calculated as None in Org)*	**£0.00**		*(C / D) x 100*
	C = number of female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date, and;	0		
	D = the number of female relevant employees =	282		
15	**UPPER hourly pay quarter - % of Males**	**33.3**	%	*(E / G) x 100*
	E = the number of male full-pay relevant employees in the first quartile =	32		
	G = the total number of full-pay relevant employees in the quartile =	96		
16	**UPPER hourly pay quarter - % of Females**	**66.7**	%	*(F / G) x 100*
	F = the number of female full-pay relevant employees in the first quartile =	64		
	G = the total number of full-pay relevant employees in the quartile	96		
17	**UPPER MIDDLE hourly pay quarter - % of Males**	**28.9**		*(H / K) x 100*
	H = the number of male full-pay relevant employees in the second quartile =	*28*		
	K = the total number of full-pay relevant employees in the quartile =	*97*		
18	**UPPER MIDDLE hourly pay quarter - % of Females**	**71.1**		*(J / K) x 100*
	J = the number of female full-pay relevant employees in the second quartile =	*69*		
	K = the total number of full-pay relevant employees in the quartile =	*97*		
19	**LOWER MIDDLE hourly pay quarter - % of Males**	**18.6**		*(L / N) x 100*
	L = the number of male full-pay relevant employees in the third quartile =	*18*		
	N = the total number of full-pay relevant employees in the quartile =	*97*		

20	**LOWER MIDDLE hourly pay quarter - % of Females**	**81.4**	*(M / N) x 100*
	M = the number of female full-pay relevant employees in the third quartile = 79		
	N = the total number of full-pay relevant employees in the quartile = 97		
21	**LOWER hourly pay quarter - % of Males**	**27.8**	*(P / R) x 100*
	P = the number of male full-pay relevant employees in the fourth quartile = 27		
	R = the total number of full-pay relevant employees in the quartile = 97		
22	**LOWER hourly pay quarter - % of Females**	**72.2**	*(Q / R) x 100*
	Q = the number of female full-pay relevant employees in the fourth quartile = 70		
	R = the total number of full-pay relevant employees in the quartile = 97		