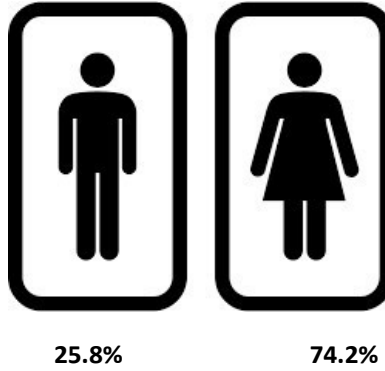


St Teresa Of Calcutta MAC Data Taken as of 31/03/2024

Gender Make Up

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



Gender Pay Gap

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

Mean Pay Gap



Median Pay Gap



Pay by Quartiles

Lower Quartile



12.5%

87.5%

Lower Middle Quartile



20.2%

79.8%

Upper Middle Quartile



32.69%

67.31%

Upper Quartile

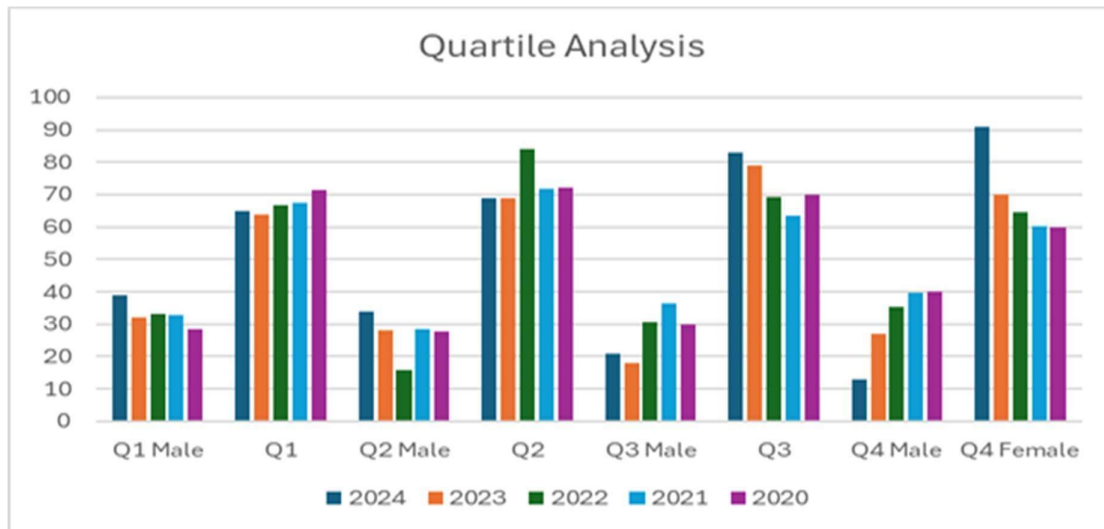


34.61%

65.39%

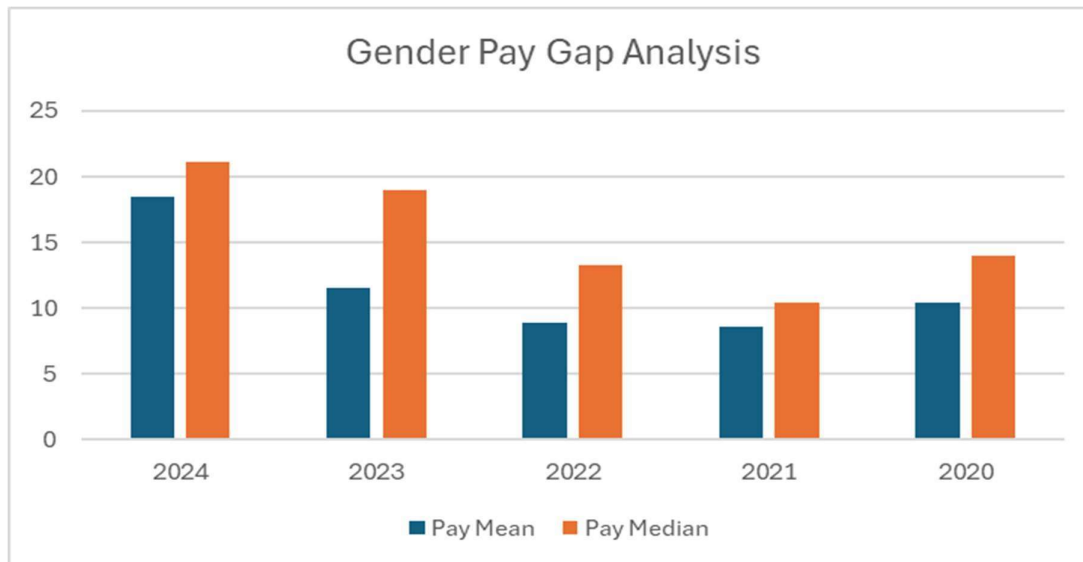
Gender Pay Gap Four Year Quartile Analysis

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2024	39	65	34	69	21	83	13	91
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
2024	18.5	21.1
2023	11.5	19
2022	8.9	13.3
2021	8.6	10.4
2020	10.4	14



Mean Hourly Rate of Pay for all Male Full Pay Relevant Employees £25.70

Mean Hourly Rate of Pay for all Female Full Pay Relevant Employees £20.92

Median Hourly Rate of Pay for all Male Full Pay Relevant Employees £22.62

Median Hourly Rate of Pay for all Female Full Pay Relevant Employees £17.84

Mean Bonus Pay for all Relevant Male Employees N/A - MAC Does not pay bonuses.

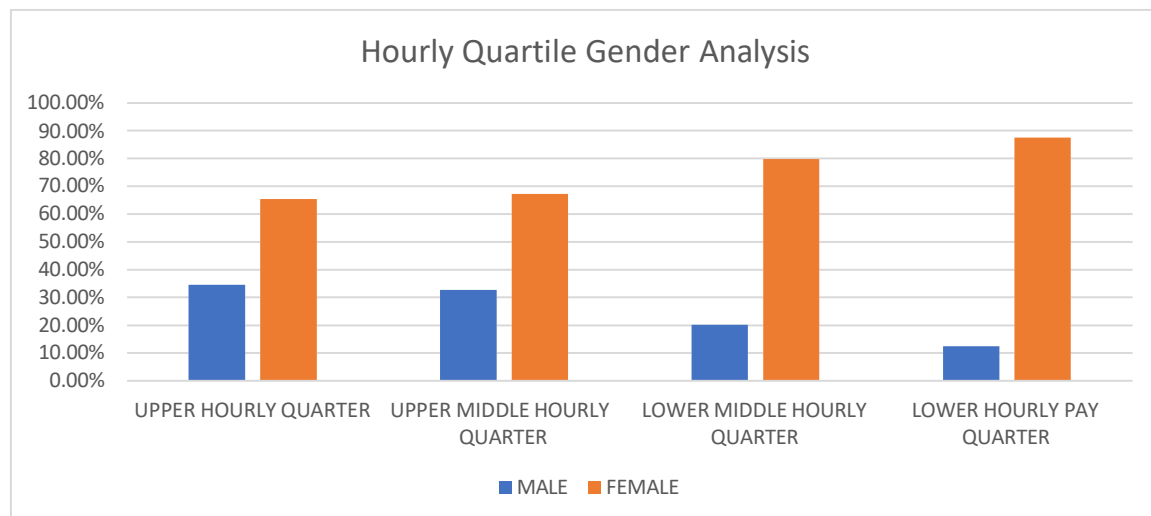
Mean Bonus Pay for all Relevant Female Employees N/A – MAC does not pay bonuses.

Mean Gender Pay Gap 18.5%

Median Gender Pay Gap 21.8%

Mean/Median Gender Bonus Gap – N/A – MAC does not pay bonuses.

HOURLY QUARTER	MALE	FEMALE
UPPER HOURLY QUARTER	34.61%	65.39%
UPPER MIDDLE HOURLY QUARTER	32.69%	67.31%
LOWER MIDDLE HOURLY QUARTER	20.19%	79.81%
LOWER HOURLY PAY QUARTER	12.50%	87.50%



Points to consider:-

The gender pay should not be confused with equal pay. Staff are paid the same hourly rate if performing the same role and the same pay grade.

The large differential in male to female employee numbers will skew figures to a degree.

Female employees tend to dominate the lower end of the pay scale. (Cleaners, administration, education support, lunchtime supervision etc.)

National data for the Education Sector for schools and academies (Government Equalities Office Webinar 03/18.)

* Over 80% of all school staff are female.

* Almost 3 out of 4 school teachers in England are female and 4 out of 5 school employees are female.

* 74% of FTE teachers are female.

* 91% of teaching assistants and 82% of school support staff are female.

* 67% of head teachers in state-funded schools are female with 35-40% of these in secondary schools.