

AD MAIOREM DEI GLORIAM



Gender Pay Gap Report

Why are we publishing this report?

From 2017 onwards, all employers with more than 250 employees must, by law, publish and report specific figures about their gender pay gap. The 'gender pay gap' is the difference between the average earnings of men and women, expressed relative to men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximized.

We are obliged to publish our data on our website and we will also report our findings to the Gender Pay Gap Reporting Service. We will publish these calculations annually and our calculations will always be based on the situation as at 5th April each year. **The data provided in this report is calculated using the specific reference date of 5th April 2022.**

What data do we provide and what does it mean?

In accordance with the Gender Pay Gap Reporting Regulations, we are required to calculate the following information:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

This report covers all employees of Stonyhurst, including Stonyhurst College and St Mary's Hall, where they fall within the scope of the Regulations.

Using both mean and median averages is helpful to give a more balanced overview of an employer's overall gender pay gap. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can dominate and distort the answer. Median (mid-point) averages are useful to indicate what the 'typical' situation is, and are not distorted by a few very large or very small pay rates.

For the results of the first four calculations:

- A **positive** percentage figure reveals that, typically or overall, female employees have lower pay or bonuses than male employees.
- A **negative** percentage figure reveals that, typically or overall, male employees have lower pay or bonuses than female employees.
- A **zero** percentage figure would reveal no pay gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

What is the difference between the gender pay gap and equal pay?

The 'gender pay gap' is different to the issue of 'equal pay'.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of an equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference between the average pay between men and women. If an employer has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with; it may mean that the gender pay gap includes unlawful inequality in pay, but this is not necessarily the case.

What are our results?

2022 results

Our mean and median gender pay gap in hourly pay, as at 5 April 2022:

Mean gender pay gap: 9.4%

Median gender pay gap: 8.6%

The figures above show the difference between the mean (average) and median (mid-point) hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay, as at 5 April 2022. Our figures show that overall (as a mean average) women were paid 9.4% less than men, but typically, (as a median average), women were paid 8.6% less than men.

Quartile differences as at April 2022

| | | |
|------------------------|-----------|-------------|
| Upper quartile: | Men 40.4% | Women 59.6% |
| Upper middle quartile: | Men 39.4% | Women 60.6% |
| Lower middle quartile: | Men 40.0% | Women 60.0% |
| Lower quartile: | Men 30.0% | Women 70.0% |

The figures above show the gender distributions among our staff in four quartiles based on their hourly pay, as at 5 April 2022.

Bonus gender pay gap

In the 12-month period running from the 6 April 2021 to 5 April 2022 three bonus payments were made. **The proportion of males who received a bonus payment was 0.67% and the proportion of females who received a bonus payment was 0.8%. The mean bonus pay gap was 35%. Due to the number of female bonus recipients, the median and mean are the same (35%)**

2021 results

Our mean and median gender pay gap in hourly pay, as at 5 April 2021:

Mean gender pay gap: 10.0%

Median gender pay gap: 7.0%

The figures above show the difference between the mean (average) and median (mid-point) hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay, as at 5 April 2021. Our figures show that overall (as a mean average) women were paid 10% less than men, but typically, (as a median average), women were paid 7% less than men.

Quartile differences as at April 2021

| | | |
|------------------------|-----------|-------------|
| Upper quartile: | Men 47% | Women 53% |
| Upper middle quartile: | Men 36.4% | Women 63.6% |
| Lower middle quartile: | Men 33.3% | Women 66.7% |
| Lower quartile: | Men 40.9% | Women 59.1% |

The figures above show the gender distributions among our staff in four quartiles based on their hourly pay, as at 5 April 2021.

Bonus gender pay gap

In the 12-month period running from the 6 April 2020 to 5 April 2021 only one bonus was paid. This was a bonus of £3333, paid to a male member of staff. **Accordingly, the proportion of males who received a bonus payment was 0.96% and the proportion of females who received a bonus payment was 0.0%.** It is not possible to provide a mean or median bonus pay gap figure as there were no female comparators in the relevant period.

Analysis

Compared to our last figures, our gender pay gap has decreased again, whilst still in favour of males. We have seen a further increase in the percentage of female staff in the upper quartile from **53%** in the last report, to **59.6%** in April 2022, and in our lower quartile we have seen the percentage of female staff increase from **59.1%** to **70.0%** in the same period.

In general, our female staff are particularly well represented in the lower middle and upper middle quartiles and represent a majority in all areas, though this majority has reduced slightly since the last report. In the case of the lower quartile, this increase is because staff in our lower paid domestic and

catering departments are predominantly female, and in the case of the upper middle quartile, this is probably because we employ more female teachers than male (**63.2%** of our teaching staff are female).

Our staff body is 62.6% female and 37.4% male. Women are comparatively less well represented in the upper quartile though this figure has increased since our last report, when **53%** of those in the upper quartile were female.

Our Median pay gap has increased, which we believe is attributable to increased staffing numbers in support staff, which are often lower paid roles. The median pay gap may have been impacted by the employment of greater numbers of Bank Staff in our Health Centre who are female and increases in other, male dominated, areas such as the Technical Services team.

One factor which continues to contribute further to an increased median gender pay gap in favour of men, is the salary sacrifice for pension contributions from the support staff. The salary sacrifice arrangement was introduced in January 2018 to give support staff the extra financial benefit of reducing their national insurance contributions (with the national insurance contributions otherwise saved by Stonyhurst being given back to staff too). Under the Gender Pay Reporting Regulations, pension contributions are excluded from the gender pay gap calculations where they are paid by salary sacrifice. Therefore, the figure used to calculate hourly pay for the figures since 2018 is the gross salary after the reduction. This has the effect of significantly lowering the hourly rate calculated for any member of staff benefiting from the salary sacrifice arrangement (i.e. the majority of our support staff). As **62.3%** of our support staff are female, (and our support staff are generally our less well paid staff) this change in the way that their hourly rate is calculated has had the effect of artificially distorting the gender pay difference between men and women (in the men's favour), even though, in reality, this group has not suffered any detriment and is in fact financially better off because of the change.

Our commitment to gender equality

We are committed to being an equal opportunities employer. We value our staff for the contribution they make to our mission and to our community, regardless of their gender, and we are committed to ensuring that staff are recruited and promoted on the basis of their individual merits.

We believe that the diversity of our staff is crucial in fostering a creative, innovative and progressive environment where staff and pupils can flourish and achieve their potential. Only by recruiting and retaining the very best staff, irrespective of their personal characteristics, can we truly inspire the wider Stonyhurst community, a community which thrives on inclusivity and strives for excellence.

Our progress so far

The majority of our work force is female, and the majority of our teaching staff are female. The recruitment of so many female staff has not been the result of a positive discrimination programme, but has been the natural outcome of recruiting the most talented staff. Since the last report the % of Female teachers has decreased slightly and the proportion of Female support staff has increased.

Our gender pay gap results show that overall, male employees earn more than females. The calculations show that those at the very highest end of the pay spectrum (those earning over £30 per hour, and particularly those earning over £40 per hour) tend to be men, whilst those at the lowest end tend to be female. **62.3%** of our support staff are female, and a significant number of these work as

domestic and catering staff - these are low skilled and consequently low paid jobs. These staff play a vital role in the running of the school and because of the nature of our organisation we employ a large number of staff in these roles. For many of these roles we are able to offer term-time only working, and we find that this type of working is particularly attractive to women. The majority of the applicants for these jobs are female, consequently, most of the successful candidates are female.

In the last reporting period, four of our female staff took maternity leave (2 male staff took paternity leave). The female staff who took maternity leave, returned to work at Stonyhurst. We want to support women and make it easier for them to return to work following family leave, if they want to. 3 out of the 4 maternity leave periods resulted in a flexible working request, all of which were accommodated.

We look forward to seeing continued improvement in our Mean Gender Pay Gap in next year's Gender Pay Gap Report.

I confirm that the information provided in this report is accurate as of the snapshot date 5 April 2022

A handwritten signature in black ink, appearing to read 'S Whitford', written in a cursive style.

Steve Whitford

28th March 2022

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