

AD MAIOREM DEI GLORIAM



## **Gender Pay Gap Report**

## Why are we publishing this report?

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 5<sup>th</sup> April each year. **The data provided in this report is calculated using the specific reference date of 5<sup>th</sup> April 2024.**

## 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.

## What are our results?

### 2024 results

Our mean and median gender pay gap in hourly pay, as at 5 April 2024:

**Mean gender pay gap: 9.9%**

**Median gender pay gap: 9.0%**

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 2024. Our figures show that overall (as a mean average) women were paid 9.9% less than men, but typically, (as a median), women were paid 9.0% less than men.

### Quartile differences as at April 2024

Upper quartile: Men 30.7% Women 69.3%

Upper middle quartile: Men 39.2% Women 60.8%

Lower middle quartile: Men 40.2% Women 59.8%

Lower quartile: Men 37.3% Women 62.7%

The figures above show the gender distributions among our staff in four quartiles based on their hourly pay, as at 5 April 2024.

### Bonus gender pay gap

In the 12-month period running from the 6 April 2023 to 5 April 2024 £12,500 in bonus payments were made to two male employees, at the rate of £5,000 and £7,500 respectively. 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 and our progress so far

Compared to our last figures, our mean gender pay gap has increased from 8.2% in 2023 to 9.9% in 2024, while our median gender pay gap has decreased from 10.6% in 2023 to 9.0% in 2024, although both remaining in favour of males.

We have seen an increase in the percentage of female staff in the upper quartile from **61.3%** in the last report, to **69.3%** in April 2024, and in our lower quartile we have seen the percentage of female staff decrease from **74.8%** to **62.7%** in the same period.

Our staff body is 63% female and 37% male and is representative of national trends in the make up of employment within the education sector.

Women are increasingly better represented in the upper quartile, with this figure increasing to **69.3%** since our last report, when **61.3%** of those in the upper quartile were female. This can be attributed to the appointment of female staff to two senior roles in the relevant period, along with notable pay increases for other senior female leaders in the business.

There were two other senior appointments made in this period, both of whom were male and fall within the upper quartile pay range, taking these into account may link to the effect on the mean pay gap increase.

Our Median pay gap has however decreased, which we believe is attributable to the employment of greater numbers of males within the lower quartile, rising from 25.2% in 2023, to 37.3% in 2024 and hence raising the mid-level point and reducing the median gap.

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.

**63%** of our support staff are female, and a significant number of these work as domestic and catering staff. Although these roles maybe considered to be low skilled and consequently low paid jobs, these staff play a vital role in the running of the school. Because of the nature of our organisation we employ a large number of staff in these roles and for many of the roles we are able to offer term-time only working, which can be particularly attractive to women. The majority of the applicants for these jobs are female, consequently, most of the successful candidates are female.

## **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.

We look forward to seeing further developments in our 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 2024.**

**Edmund Baker**  
**Finance & Operations Director**

**LAUS DEO SEMPER**