

CURRENT YEAR 25/26

Cardinal Newman Gender Pay Gap Reporting as at March 2025, for publication in March 2026.

Data to Publish	%
Mean gender pay gap	10.8
Median gender pay gap	27.4
Mean bonus gender pay gap	0
Median bonus gender pay gap	0
Proportion of Males receiving a bonus	0
Proportion of Females receiving a bonus	0
Proportion Male Lower Quartile	30.9
Proportion Female Lower Quartile	69.1
Proportion Male Lower Middle Quartile	31.9
Proportion Female Lower Middle Quartile	68.1
Proportion Male Upper Middle Quartile	44.7
Proportion Female Upper Middle Quartile	55.3
Proportion Male Top Quartile	41.9
Proportion Female Top Quartile	58.1

Workforce	Total	Female	Male	% Female	% Male
Headcount 309 employees (188 Female and 121 Male). Female 61% & Male 39%. This is a 1% increase in male employees.	309	188	121	61%	39%
Contract headcount 375 (235 Female & 140 Male). 63% Female 37% Male. This is proportionally the same gender split as last year.	375	235	140	63%	37%

1) GPG Data for CNCS and Breakdown of mean and median hourly rates and pay quartiles by staff group/gender

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female		Male	Female	
	Hourly Rate	Hourly Rate	Mean % Pay Gap	Hourly Rate	Hourly Rate	Median % Pay Gap
Cardinal Newman School	£38.69	£34.52	10.8%	£44.73	£32.46	27.4%
Non-Teaching	£15.58	£15.42	1.1%	£14.36	£13.91	3.1%
Teaching	£51.53	£53.46	-3.7%	£50.34	£50.43	-0.2%

The pay gap measures the difference between men's and women's average earnings. Pay includes basic pay and allowances, and, where applicable under reporting regulations salary sacrifice scheme payments are deducted from the individual gross reported average earnings.

Between reporting years, the overall mean pay gap for Cardinal Newman School decreased by 1.4%, from 12.2% to 10.8%. The median pay gap has decreased significantly, by 27.3%, from 54.7% to 27.4%.

1) Mean hourly rate for

- Teaching staff. Male £51.53, Female £53.46. Gender Pay Gap for teaching roles -3.8%. The average pay for male teaching staff is marginally below that for female teaching staff, leading to a small negative pay gap. This is a slight increase on the previous year's pay gap of -3.5%
- Non-Teaching staff. Male £15.58, Female £15.42. Gender Pay Gap for non-teaching roles 1.1%. The average pay for male non-teaching staff is 1.1% more than female non-teaching staff. This is a change from the previous year where the pay gap was slightly negative, -1.5%, indicating that male non-teaching staff are now paid more, on average, than female non-teaching staff.

2) The median hourly rate for

- a) Teaching staff. Male £50.34, Female £50.43. Gender Pay Gap for teaching roles -0.2%. Taking the median hourly rate, the average pay for male teaching staff is almost identical to that of female staff, with a very small negative pay gap of -0.2%. This is identical to the previous year.
- b) Non-Teaching staff. Male £14.36, Female £13.91. Gender Pay Gap for non-teaching roles 3.1%. This is an increase of 3.1% on the previous year where there was no pay gap.

Pay Awards: Pay for NJC (National Joint Council) support staff - The 2024-25 NJC pay award for all council staff was implemented in November 2024 and backdated to April. This awarded council employees the following:

- **An increase of £1290 on NJC pay points 2-43**
- **A 2.5% increase for pay points above 43**

Teachers pay award - effective 1st September 2024, a 5.5% pay increase was awarded to all school teachers.

These awards have seen the mean and median pay of council staff increase, and these changes are reflected in the figures presented above.

2. Pay Quartiles

Quartile	% MALE in Quartile	% FEMALE in quartile	Teaching			Non-Teaching		
			% of quartile	% Male	% Female	% of quartile	% Male	% Female
Lower Quartile	30.9%	69.1%	0.0%	0.0%	0.0%	100.0%	30.9%	69.1%
Lower Middle Quartile	31.9%	68.1%	23.4%	9.6%	13.8%	76.6%	22.3%	54.3%
Upper Middle Quartile	44.7%	55.3%	98.9%	44.7%	54.3%	1.1%	0.0%	1.1%
Upper Quartile	41.9%	58.1%	100.0%	41.9%	58.1%	0.0%	0.0%	0.0%

3. No Bonus Pay to Report.

4. Basic Pay Grades

Teaching / Non-Teaching Role	Pay Terms Summary	Pay Grade	Male	Female	Grand Total	Male %	Female %
	NJC	Principal Lunchtime Supervisor (Scale 4a)	13	31	44	30%	70%
		Scale 3	3	18	21	14%	86%
		SC4A	7	16	23	30%	70%
		SC4B	4	1	5	80%	20%
		Scale 5	10	25	35	29%	71%
		Scale 6	3	4	7	43%	57%
		Scale SO1/2	8	17	25	32%	68%
		Scale M11	1	4	5	20%	80%
		Scale M10	1	0	1	100%	0%
Non-Teaching Total			50	117	167	30%	70%
Teaching	School Leadership	Assistant Head 10-14	0	1	1	0%	100%
		Assistant Head 11-15	2	4	6	33%	67%
		Assistant Head 14-18	0	2	2	0%	100%
		Assistant Head 18-22	1	3	4	25%	75%
		Assistant Head 19-23	1	0	1	100%	0%
		Head 8 ISR 37-43	0	1	1	0%	100%
	Teaching	Teachers Main Scale	24	27	51	47%	53%
		Teachers Upper Pay Scale	62	80	142	44%	56%
Teaching Total			90	118	208	43%	57%
Grand Total			140	235	375	37%	63%

Data provided by Matt Jackson HR Advisor contact matt.jackson@brighton-hove.gov.uk

L Rush, HR Consultant Policy & Projects BHCC laura.rush@brighton-hove.gov.uk

PREVIOUS YEAR 24/25

Cardinal Newman Gender Pay Gap Reporting as at March 2024, for publication in March 2025.

Data to Publish	%
Mean gender pay gap	12.2
Median gender pay gap	54.7
Mean bonus gender pay gap	0
Median bonus gender pay gap	0
Proportion of Males receiving a bonus	0
Proportion of Females receiving a bonus	0
Proportion Male Lower Quartile	25.8
Proportion Female Lower Quartile	74.2
Proportion Male Lower Middle Quartile	33.0
Proportion Female Lower Middle Quartile	67.0
Proportion Male Upper Middle Quartile	45.4
Proportion Female Upper Middle Quartile	54.6
Proportion Male Top Quartile	42.9
Proportion Female Top Quartile	57.1

Workforce		Female	Male	% Female	% Male
Headcount 316 employees (196 Female and 120 Male). Female 62% & Male 38%. This is a 3% increase in male employees.	316	196	120	62%	38%
Contract headcount 389 (246 Female & 143 Male). 63% Female 37% Male. This is a 3% decrease in roles held by female employees	389	246	143	63%	37%

1) GPG Data for CNCS and Breakdown of mean and median hourly rates and pay quartiles by staff group/gender

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female		Male	Female	
	Hourly Rate	Hourly Rate	Mean % Pay Gap	Hourly Rate	Hourly Rate	Median % Pay Gap
Cardinal Newman School	£35.88	£31.51	12.2%	£41.97	£19.00	54.7%
Teaching	£49.24	£50.97	-3.5%	£47.72	£47.80	-0.2%
Non-Teaching	£14.50	£14.71	-1.5%	£13.24	£13.24	0.0%

The pay gap measures the difference between men's and women's average earnings. Pay includes basic pay and allowances, and, where applicable under reporting regulations salary sacrifice scheme payments are deducted from the individual gross reported average earnings.

Between reporting years, the overall mean pay gap for Cardinal Newman School decreased by 5.2%, from 17.4% to 12.2%. The median pay gap has decreased by 2.3%, from 57.0% to 54.7%.

1) Mean hourly rate for

- a) Teaching staff. Male £49.24, Female £50.97. Gender Pay Gap for teaching roles -3.5%. The average pay for male teaching staff is marginally below that for female teaching staff, leading to a small negative pay gap. This is a change from the previous year when this pay gap was positive, 0.9%
- b) Non-Teaching staff. Male £14.50, Female £14.71. Gender Pay Gap for non-teaching roles -1.5%. The average pay for female non-teaching staff is 1.5% more than male non-teaching staff. This is a 0.8 % increase in the size of the negative pay gap compared to the previous period reported. The pay gap still remains negative, meaning women are paid on average more than men.

2) The median hourly rate for

- a) Teaching staff. Male £47.72, Female £47.80. Gender Pay Gap for teaching roles -0.2%. Taking the median hourly rate, the average pay for male teaching staff is almost identical to that of female staff, with a very small negative pay gap of -0.2%. This is a -0.7% change to the previous period reported pay gap which was 0.5%. This is now a negative pay gap, which is in favour of women.
- b) Non-Teaching staff. Male £13.24, Female £13.24. Gender Pay Gap for non-teaching roles 0%. As a median hourly rate, male and female non-teaching staff are paid the same resulting in no pay gap. This is the same as the previous reporting period.

Pay Awards: Pay for NJC (National Joint Council) support staff - The 2023-24 NJC pay award for all council staff was implemented in November 2023 and backdated to April. This awarded council employees the following:

- An increase of **£1,925 on NJC pay points 2-43 inclusive**
- **An increase of 3.88 percent on pay point 44 and above**

Teachers pay award - effective 1st September 2023, a 6.5% pay increase was awarded to all school teachers, backdated to 1st September 2023.

These awards have seen the mean and median pay of council staff increase, and these changes are reflected in the figures presented above.

2. Pay Quartiles

Quartile	% MALE in Quartile	% FEMALE in quartile	Teaching			Non-Teaching		
			% of quartile	% Male	% Female	% of quartile	% Male	% Female
Lower Quartile	25.8%	74.2%	0.0%	0.0%	0.0%	100.0%	25.8%	74.2%
Lower Middle Quartile	33.0%	67.0%	8.2%	2.1%	6.2%	91.8%	30.9%	60.8%
Upper Middle Quartile	45.4%	54.6%	99.0%	45.4%	53.6%	1.0%	0.0%	1.0%
Upper Quartile	42.9%	57.1%	100.0%	42.9%	57.1%	0.0%	0.0%	0.0%

3. No Bonus Pay to Report.**4. Basic Pay Grades**

Teaching / Non-Teaching Role	Pay Terms Summary	Pay Grade	Male	Female	Grand Total	Male %	Female %
	NJC 2021/22	Principal Lunchtime Supervisor (Scale 4a)	15	36	51	29%	71%
		SC4A	16	40	56	29%	71%
		SC4B	13	27	40	33%	68%
		Scale 6	2	2	4	50%	50%
		Scale SO1/2	7	22	29	24%	76%
		Scale M11	1	4	5	20%	80%
		Scale M10	1	0	1	100%	0%
		Scale M4	0	1	1	0%	100%
Non-Teaching Total			55	132	187	29%	71%
Teaching	School Leadership	Assistant Head 10-14	0	1	1	0%	100%
		Assistant Head 11-15	2	3	5	40%	60%
		Assistant Head 13-17	0	1	1	0%	100%
		Assistant Head 14-18	1	1	2	50%	50%
		Assistant Head 18-22	0	2	2	0%	100%
		Assistant Head 19-23	1	0	1	100%	0%
		Deputy Head 20-24	0	1	1	0%	100%
		Deputy Head 24-28	1	0	1	100%	0%
	Head 8 ISR 36-42	0	1	1	0%	100%	
	Teaching	Teachers Main Scale	21	26	47	45%	55%
	Teachers Upper Pay Scale	62	78	140	44%	56%	
Teaching Total			88	114	202	44%	56%
Grand Total			143	246	389	37%	63%

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