

Current Year

Cardinal Newman Gender Pay Gap Reporting as at March 2023, for publication in March 2024.

Data to Publish	%
Mean gender pay gap	17.4
Median gender pay gap	57.0
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	25.3
Proportion Female Lower Quartile	74.7
Proportion Male Lower Middle Quartile	28.4
Proportion Female Lower Middle Quartile	71.6
Proportion Male Upper Middle Quartile	38.9
Proportion Female Upper Middle Quartile	61.1
Proportion Male Top Quartile	44.2
Proportion Female Top Quartile	55.8

Workforce		Female	Male	% Female	% Male
Headcount 308 employees (199 Female and 109 Male). Female 65% & Male 35%. This is a 1% increase in male employees.	308	199	109	65%	35%
Contract headcount 326 (250 Female & 130 Male). 66% Female 34% Male. This is a 1% decrease in roles held by female employees	380	250	130	66%	34%

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	£33.59	£27.74	17.4%	£41.88	£18.00	57.0%
Teaching	£46.72	£46.30	0.9%	£45.29	£45.04	0.5%
Non-Teaching	£12.58	£12.67	-0.7%	£12.02	£12.02	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.

1) Mean hourly rate for

- a) Teaching staff. Male £46.72, Female £46.30. Gender Pay Gap for teaching roles 0.9%. The average pay for male teaching staff is very slightly above that for female teaching staff. This is a minimal increase from the previous year (0.7%).
- b) Non-Teaching staff. Male £12.58, Female £12.67. Gender Pay Gap for non-teaching roles -0.7%. The average pay for female non-teaching staff is 0.7% more than male non-teaching staff. This is a 1.5 % decrease in the pay gap compared to the previous period reported, although the pay gap still remains negative, meaning women in these roles are paid on average slightly higher than men.

2) The median hourly rate for

- a) Teaching staff. Male £45.29, Female £45.04. Gender Pay Gap for teaching roles 0.5%. Taking the median hourly rate, the average pay for male teaching staff is almost identical. This is a 4.3% change to the previous period reported, from a positive pay gap, to a negligible pay gap.
- b) Non-Teaching staff. Male £12.02, Female £12.02. 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.

The overall mean pay gap for Cardinal Newman School has remained the same, 17.4% The Median pay gap has decreased by 1.9% (58.9% to 57.0%).

The pay gap on median pay has remained the same, with no pay gap % to report. The Teaching staff median pay gap has changed from a negative 4.3% gap to a 0% gap.

Pay Awards: Pay for NJC (National Joint Council) support staff - the council undertook a low pay review during 2022 and implemented significant retrospective pay increases backdated to 1/01/2022. This included the re-organisation of the lowest 4 pay scale and the removal of our bottom pay scale 1-2. Changes to scale 1-2 were backdated to 1/08/2021. This resulted in between 9.2% and 2% pay increases for employees on the lowest grades. Secondly, the NJC pay award effective April 2022, saw an annual increase of £1,925 on all pay grade points.

Teachers pay award effective 1st September 2022, a 5% uplift to point 6 (the maxima) of the main scale, with tapering increases for points below this, 5% uplifts to the whole of the upper pay range (U1, U2 & U3), all points on the unqualified teacher, leading practitioners pay range and leadership pay range

2. Pay Quartiles

<i>Quartile</i>	% MALE in Quartile	% FEMALE in quartile	Teaching			Non-Teaching		
			<i>% of quartile</i>	<i>% Male</i>	<i>% Female</i>	<i>% of quartile</i>	<i>% Male</i>	<i>% Female</i>
Lower Quartile	25.3%	74.7%	0.0%	0.0%	0.0%	100.0%	25.3%	74.7%
Lower Middle Quartile	28.4%	71.6%	3.2%	1.1%	2.1%	96.8%	27.4%	69.5%
Upper Middle Quartile	38.9%	61.1%	98.9%	38.9%	60%	1.1%	0.0%	1.1%
Upper Quartile	44.2%	55.8%	100.0%	44.2%	55.8%	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 %
Non-Teaching	Local Agreement School Staff	Local Apprenticeship Level 3+	1	0	1	100%	0%
	NJC 2021/22	Principal Lunchtime Supervisor	14	40	54	26%	74%
		Scale 3	6	24	30	20%	80%
		SC4A	5	16	21	24%	76%
		SC4B	3	1	4	75%	25%
		Scale 5	10	26	36	28%	72%
		Scale 6	2	2	4	50%	50%
		Scale SO1/2	7	23	30	23%	77%
		Scale M11	1	5	6	17%	83%
		Scale M10	1	0	1	100%	0%
Scale M5	0	1	1	0%	100%		
Non-Teaching Total			50	138	188	27%	73%
Teaching	School Leadership	Assistant Head 8-12	1	1	2	50%	50%
		Assistant Head 11-15	1	2	3	33%	67%
		Assistant Head 10-14	0	1	1	0%	100%
		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%
		Deputy Head 20-24	0	1	1	0%	100%
		Deputy Head 24-28	1	0	1	100%	0%
		Head 8 ISR 37-43	0	1	1	0%	100%
	Teaching	Teachers Main Scale	14	33	47	30%	70%
Teachers Upper Pay Scale		62	69	131	47%	53%	
Teaching Total			80	112	192	42%	58%
Grand Total			130	250	380	34%	66%

Cardinal Newman Gender Pay Gap Reporting as at March 2022, for publication in March 2023.

Data to Publish	%
Mean gender pay gap	17.4
Median gender pay gap	58.9
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	25.0
Proportion Female Lower Quartile	75.0
Proportion Male Lower Middle Quartile	26.2
Proportion Female Lower Middle Quartile	73.8
Proportion Male Upper Middle Quartile	38.1
Proportion Female Upper Middle Quartile	61.9
Proportion Male Top Quartile	42.9
Proportion Female Top Quartile	57.1

Workforce		Female	Male	% Female	% Male
Headcount 276 employees (181 Female and 95 Male). Female 66% & Male 34%. This is a 3% increase in female employees.	276	181	95	66%	34%
Contract headcount 336 (225 Female & 111 Male). 67% Female 33% Male. This is a 4% Increase in roles held by female employees	336	225	111	67%	33%

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	£32.82	£27.11	17.4%	£41.36	£17.00	58.9%
Teaching	£44.71	£44.42	0.7%	£44.81	£42.89	4.3%
Non-Teaching	£11.70	£11.96	-2.2%	£10.39	£10.39	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.

1) Mean hourly rate for

- a) Teaching staff. Male £44.71, Female £44.42. Gender Pay Gap for teaching roles 0.7%. The average pay for male teaching staff is 0.7% more than female teaching staff. This is a 0.8% decrease in the pay gap compared to the previous period reported.
- b) Non-Teaching staff. Male £11.70, Female £11.96. Gender Pay Gap for non-teaching roles -2.2%. The average pay for female non-teaching staff is 2.2% more than male non-teaching staff. This is a 0.8 % positive decrease in the pay gap compared to the previous period reported.

2) The median hourly rate for

- a) Teaching staff. Male £44.81, Female £42.89. Gender Pay Gap for teaching roles 4.3%. Taking the median hourly rate, the average pay for male teaching staff is 4.3% more than male teaching staff. This is a 4.5% change to the previous period reported, from a negative pay gap, to a positive pay gap.
- b) Non-Teaching staff. Male £10.39, Female £10.39. Gender Pay Gap for non-teaching roles 6.4%. As a median hourly rate, male and female non-teaching staff are paid the same resulting in no pay gap. This is a 6.4% negative increase on the previous period reported, from -6.4% to 0%.

The overall mean pay gap for Cardinal Newman School has increased by 2.3% (17.4% to 15.1%). The Median pay gap has increased by 14.8% (44.1% to 58.9%).

The pay gap on median pay has closed for non-teaching staff, with no pay gap % to report. The Teaching staff median pay gap has changed from a negative -0.2% gap to a 4.3% positive gap.

Pay awards were applied between reporting years as well as employee increments within pay grades. The NJC pay award was a 1.75%.

2. Pay Quartiles

Quartile	% MALE in Quartile	% FEMALE in quartile	Teaching			Non-Teaching		
			% of quartile	% Male	% Female	% of quartile	% Male	% Female
Lower Quartile	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%
Lower Middle Quartile	26.2%	73.8%	10.7%	3.6%	7.1%	89.3%	22.6%	66.7%
Upper Middle Quartile	38.1%	61.9%	98.8%	38.1%	60.7%	1.2%	0.0%	1.2%
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 %
Non-Teaching	Local Agreement School Staff	Principal Lunchtime Supervisor	12	41	53	23%	77%
	NJC 2021/22	Scale 1 - 2	3	8	11	27%	73%
		Scale 3	7	16	23	30%	70%
		Scale 4	2		2	100%	0%
		Scale 5	7	26	33	21%	79%
		Scale 6	2	3	5	40%	60%
		Scale SO1/2	6	19	25	24%	76%
		Scale M10	1		1	100%	0%
		Scale M11		6	6	0%	100%
Scale M5		1	1	0%	100%		
Non-Teaching Total			40	120	160	25%	75%
Teaching	School Leadership	Assistant Head 11-15	1	2	3	33%	67%
		Assistant Head 12-16	1	2	3	33%	67%
		Assistant Head 18-22		1	1	0%	100%
		Assistant Head 8-12	1	1	2	50%	50%
		Deputy Head 23-27	1		1	100%	0%
		Head 8 ISR 37-43		1	1	0%	100%
	Teaching	Teachers Main Scale	11	30	41	27%	73%
		Teachers Upper Pay Scale	54	68	122	44%	56%
		Unqualified Teacher Scale	2		2	100%	0%
Teaching Total			71	105	176	40%	60%
Grand Total			111	225	336	33%	67%

Cardinal Newman Gender Pay Gap Reporting as at March 2021, for publication by March 2022.

Data to Publish	%
Mean gender pay gap	11.5
Median gender pay gap	44.1
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	33.3
Proportion Female Lower Quartile	66.7
Proportion Male Lower Middle Quartile	29.2
Proportion Female Lower Middle Quartile	70.8
Proportion Male Upper Middle Quartile	39.8
Proportion Female Upper Middle Quartile	61.1
Proportion Male Top Quartile	45.2
Proportion Female Top Quartile	54.8

Workforce		Female	Male	% Female	% Male
Headcount 267 employees (169 Female and 98 Male). Female 63% & Male 37%. This is a 2% increase in female employees.	267	169	98	63%	37%
Contract headcount 289 (183 Female & 106 Male). 63% Female 37% Male. 2% Increase in roles held by female employees	289	183	106	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	£32.70	£28.94	11.5%	£33.78	£18.89	44.1%
Teaching	£44.19	£43.51	1.5%	£45.99	£46.06	-0.2%
Non-Teaching	£12.15	£12.52	-3.0%	£11.50	£12.24	-6.4%

1) Mean hourly rate for

- a) Teaching staff. Male £44.19, Female £43.51. Gender Pay Gap for teaching roles 1.5%. On average male teaching staff are paid 1.5% more than female teaching staff. This is a 0.7% decrease in the pay gap compared to the previous period reported.
- b) Non-Teaching staff. Male £12.15, Female £12.52. Gender Pay Gap for non-teaching roles -3.0%. On average women non-teaching staff are paid 3% more than male non-teaching staff. This is a 3.7 % positive decrease in the pay gap compared to the previous period reported.

2) The median hourly rate for

- a) Teaching staff. Male £45.99, Female £46.06. Gender Pay Gap for teaching roles -0.2%. On average women teaching staff are paid 0.2% more than male teaching staff. This is a -0.2% change to the previous period reported.

b) Non-Teaching staff. Male £11.50, Female £12.24. Gender Pay Gap for non-teaching roles -6.4%. As a median hourly rate, female non-teaching staff are paid 6.4% more than male employees in non-teaching roles. This is a 4.3% negative increase on the previous period reported.

The overall mean pay gap for Cardinal Newman School has decreased by 0.7% (15.1% to 11.5%). The Median pay gap has decreased by 14.8% (58.9% to 44.1%).

Increase in the negative median pay gap for non-teaching staff by 4.3% (-2.1% to -6.4%). The Teaching staff median pay gap has changed from no pay gap to a negative -0.2% gap.

Pay awards were applied between reporting years as well as employee increments within pay grades.

2. Pay Quartiles

Quartile	% MALE in Quartile	% FEMALE in quartile	Teaching			Non-Teaching		
			% of quartile	% Male	% Female	% of quartile	% Male	% Female
Lower Quartile	33.3%	66.7%	0.0%	0.0%	0.0%	100.0%	38.0%	62.0%
Lower Middle Quartile	29.2%	70.8%	0.0%	0.0%	0.0%	100.0%	28.8%	71.3%
Upper Middle Quartile	38.9%	61.1%	93.8%	41.3%	52.5%	6.3%	1.3%	5.0%
Upper Quartile	45.2%	54.8%	100.0%	47.5%	52.5%	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 %
	Local Agreement School Staff	Principal Lunchtime Supervisor	7	4	11	64%	36%
	NJC 2019	Scale 1 - 2	12	5	17	71%	29%
		Scale 3	17	7	24	71%	29%
		Scale 4		1	1	0%	100%
		Scale 5	27	9	36	75%	25%
		Scale 6	2	4	6	33%	67%
		Scale SO1/2	17	6	23	74%	26%
		Scale M11	2	1	3	67%	33%
		Scale M10	1	1	2	50%	50%
	Scale M5	1		1	100%	0%	
Non-Teaching Total			86	38	124	69%	31%
Teaching	School Leadership	Assistant Head 11-15	1		1	100%	0%
		Assistant Head 12-16	1	2	3	33%	67%
		Deputy Head 22-26		1	1	0%	100%
		Head 8 ISR 37-43	1		1	100%	0%
	Teachers	Teachers Main Scale	24	16	40	60%	40%
		Teachers Upper Pay Scale	69	49	118	58%	42%
		Unqualified Teacher Scale	1		1	100%	0%
Teaching Total			97	68	165	59%	41%
Grand Total			183	106	289	63%	37%