

CURRENT YEAR

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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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

- 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%).
- 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

- 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>	<i>% MALE in Quartile</i>	<i>% FEMALE in quartile</i>
Lower Quartile	25.3%	74.7%
Lower Middle Quartile	28.4%	71.6%
Upper Middle Quartile	38.9%	61.1%
Upper Quartile	44.2%	55.8%

<i>Teaching</i>		
<i>% of quartile</i>	<i>% Male</i>	<i>% Female</i>
0.0%	0.0%	0.0%
3.2%	1.1%	2.1%
98.9%	38.9%	60%
100.0%	44.2%	55.8%

<i>Non-Teaching</i>		
<i>% of quartile</i>	<i>% Male</i>	<i>% Female</i>
100.0%	25.3%	74.7%
96.8%	27.4%	69.5%
1.1%	0.0%	1.1%
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	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%

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