

Gender pay gap

Report 2023



From April 2017, Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing the difference between the average earnings of all men and all women.

Mirroring the rest of the care and primary education sectors where most of our staff are engaged, the Institute employs significantly more women than men. At the reporting date of 5 April 2022, we employed 262 people. 89% of these were women and 11% were men. This is a 0.1% increase in female staff from last year.

The Institute is publishing the results of six calculations using hourly pay rates as of 5th April 2022. These calculations do not reveal individual salary information.

Median gender pay gap in hourly pay



The data shows that on average the Institute pays women 0.08% more than men, resulting in a negative gender pay gap. There has been an 2.2% decrease in the median negative gender pay gap between 2021 and 2022.

Mean gender pay gap in hourly pay



The data shows that on average the Institute pays men 1.07% more than women, resulting in a positive gender pay gap. There has been a 1.54% decrease in the mean positive gender pay gap between 2021 and 2022.

Bonus Payments

The Institute of Our Lady of Mercy has not paid bonuses to any staff and is therefore not reporting the median or mean data or the proportion of males and females receiving a bonus payment, as this is not applicable.

Equal Pay

It is important to note that a gender pay gap is different to equal pay. Unequal pay is unlawful, and while a gender pay gap is not unlawful it is something to review and address. There can be many causes of a gender pay gap, some of which are not in the control of an employer. Further analysis on the Institute gender pay gap figures is provided below.

Equal pay deals with the pay differences between men and women who carry out the same roles, similar jobs, or work of equal value. The Institute strives to ensure that our rates of pay ensure equality for both men and women carrying out work of equal value.

Proportion of males and females in each pay quartile

We can better understand the gender pay gap when we analyse all male and female roles across the Institute and divide them into four pay bands. The lowest rates of pay are in the first quartile and the highest in the fourth quartile.

2022

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	14%	8%	8%	14%
Women	86%	92%	92%	86%

For comparison purposes, the previous years' data is given below:

2021

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	6%	17%	2%	13%
Women	94%	83%	98%	87%

2020

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	3%	21%	5%	15%
Women	97%	79%	95%	85%

2019

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	13%	10%	10%	11%
Women	87%	90%	90%	89%

2018

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	8%	12%	16%	14%
Women	92%	88%	84%	86%

2017

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	8%	8%	15%	19%
Women	92%	92%	85%	81%

The 2022 pay quartiles continue to show a very high proportion of female staff across the full pay range (including in the third and fourth quartile/highest paid). There has been a 1% decrease in the number of female staff in the highest quartile/highest paid (with a corresponding 1% increase in the number of men in the highest quartile). The second quartile shows an 9% increase in the number of women compared to the 2021 data. It is notable that the number of men employed in the first quartile/lowest paid increased by 8% since 2021.

Although we have seen a 0.1% decrease in the number of men employed (11% of the workforce), this remains a small proportion of the Institutes staff. Such small changes to this group of staff can make a noticeable statistical difference to the overall pay gap figures.

While the median and mean gender pay calculations show slightly different results, the gaps (both positive and negative) have noticeably reduced from last year. This change is supported by the increased number of male staff in the lowest quartile which has more than doubled since last year and a higher number of female staff in

the second quartile. On the reporting date, most male staff are either in the lowest or highest quartiles in the pay scales. Overall, this accounts for the mean figure favouring men (from a small sample size) and the median figure influenced by a large proportion of female staff occupying higher paid teaching, supervisory and management roles.

Although the figures show both a very small positive and negative gender pay gap, we are very pleased this gap has reduced again. Taken with previous years' data, our continuing commitment to work towards further pay equality is being demonstrated. It is recognised that meeting a zero mean and median gender pay gap is a very challenging target when many variables make a noticeable statistical difference in a relatively small workforce.

Our reported median pay gap of -0.08% (where on average women get paid more than men) and our mean positive pay gap of 1.07% (where on average men get paid more than women) sits in comparison to the national gender pay gap figures where in April 2022 among full time staff the gap was 8.3%, for part time staff it was -2.8% and among all employees it was 14.9%. In the 'caring, leisure and other service occupations' the 2022 pay gap was 16%.*

Commitment to equality and good employment

We set out below some of the strategies we are using to achieve our aims.

The Institute continues to carefully monitor its remuneration, carefully looking at market rates, cost of living increases, affordability and focussing on roles which may be undervalued to ensure we strive for greater pay equality.

Career development opportunities are available to all staff irrespective of whether they work full time or part time. Similarly, the Institute reiterates its commitment to encouraging employees to take advantage of the many opportunities to undertake professional development, which is available at all levels and in all roles. Where possible, training is offered at different times including during working time to meet the needs of part time staff alongside a blended learning approach to widen further participation.

Where business needs allow, the Institute supports all staff to have a better work life balance by supporting various flexible work patterns, job sharing opportunities and shared parental leave.

The Institute offers many senior roles on a part time or condensed hours basis. We continue to monitor our recruitment processes to further reduce the possibility of unconscious bias and support fair opportunities. We require recruiting managers to analyse all new roles to help ensure that good job design and equitable reward is considered at the earliest stage of the recruitment process. We provide clear rates of pay to all job candidates.

We remain committed to removing any unnecessary barriers in our desire to be a fair employer, rewarding staff irrespective of gender or identity.



Sister Colette Cronin
On behalf of the Trustees

*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>