



Diocese of Portsmouth

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28 March 2019

Portsmouth Roman Catholic Diocesan Trust Gender Pay Gap Data as at April 2018

This gender pay gap report covers the employees of the Portsmouth Roman Catholic Diocesan Trust Registered (PRCDTR), which has a common pay policy covering 250 staff.

Mean Gender Pay:

Mean* gender pay per hour			
Overall	£11.91	Difference to mean	% of mean
Male	£14.80	+£2.89	124%
Female	£11.06	-£0.85	93%

The mean rate of pay is £11.91 per hour (p.h.) for all staff. Men are paid £2.89 p.h. more than the mean and women are paid £0.93 p.h. less than the mean. This is a disparity of £3.75 p.h., or a 25% difference.

**Note: the mean is the average (the total of all salaries divided by the number of staff).*

Median Gender Pay:

Median** gender pay			
Overall	£10.40	Difference to median	% of median
Male	£11.11	+£0.71	107%
Female	£10.29	-£0.11	99%

The median rate of pay is £10.40 p.h. The differential is £0.71 p.h. above median for men, and £0.11 p.h. below median for women. The disparity is £0.82 p.h. – or 7% in favour of men over women.

***Note: the median is the midpoint separating the top half of the data set from the bottom half.*

Bonus Information:

PRCDTR does not pay bonuses to staff.

Proportion of males and females in each quartile pay band:

The quartiles are based on the total population's salary ranked from lowest to highest, divided by four. It is not based on pay bands or grades.

Proportion of employees by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-upper	Quartile 4 Upper
Male	25%	13%	10%	44%
Female	75%	87%	90%	56%

Additional Note: This report does not include any data that relates to the Clergy of the Catholic Church in the Catholic Diocese of Portsmouth who are Officeholders. The majority of Clergy, who are Officeholders, are not covered by the reporting requirements of the legislation.

Understanding our gender pay gap

Two important factors: -

1. Predominance of part roles

Overall there are many more females than men in the diocesan workforce. This is especially so in the lower three quartiles. Here, the percentage of the workforce is 25% or less male and 75% or more female in the lower three quartiles. In the upper quartile, however, the proportion of males increases to 44% (vs 56% female). The greater number of males in comparatively higher earning roles increases our overall gender pay gap.

A key driver for the gender pay gap nationally, not just in the diocese, is that part time roles are generally much more likely to be occupied by women for a variety of reasons. The associated work tends to be relatively lower paid. Higher-paid roles, where the proportion of men is greater, are more likely to be full time.

In the Diocese of Portsmouth, 85% of employees work part time. Such roles predominate in lower quartiles. Jobs such as parish administrators, cleaners and care workers are mostly part-time and tend to attract female applicants. In the upper quartile the roles are largely technical, professional or managerial. Here the male presence doubles and we have fewer part-time roles.

2. The Contribution of Clergy

Clergy play a very significant part in the work of the Catholic Church in the area served by the Diocese of Portsmouth. However, clergy, as office holders and not employees, do not form part of the statutory gender pay gap reporting requirement. The 94 priests in full-time active ministry in the diocese nevertheless form a very large category of male low paid workers within the diocese. If included in the analysis, then the overall gender pay gap would almost certainly be reversed. The estimated impact is shown in the tables below.

Mean Gender Pay – Including Clergy:

Mean* gender pay per hour			
	£	Difference to mean	% of mean
Overall	£10.55		
Male	£9.91	-£0.64	94%
Female	£11.06	+£0.50	105%

Median Gender Pay – Including Clergy

Median** gender pay			
	£	Difference to median	% of median
Overall	£9.20		
Male	£6.98	-£2.22	76%
Female	£10.29	+£1.09	112%

Proportion of males and females in each quartile pay band – Including Clergy

Proportion of employees by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-upper	Quartile 4 Upper
Male	100%	33%	12%	32%
Female	0%	67%	88%	68%

I, David Lawes, Head of the Department for Support & Administration Services, Portsmouth Roman Catholic Diocese, confirm that the information in this statement is accurate.