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**Gender Pay Gap Report – 2022 - 2023**

The ACT, in accordance with the Equality Act 2010 (Gender Pay Gap Info) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall pay gap is defined on the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate that male and female full pay relevant employees receive is 20.1%

2. Median Pay Gap

The difference between the median hourly rate that male and female full pay relevant employees receive is 42.5%.

3. Mean and Median Bonus Gap

No bonuses were paid to any member of staff for the reporting period.

4. The proportion of male and female receiving a bonus payment

No bonuses were paid to any member of staff for the reporting period.

5. The proportion of male and female in each quantile pay board

| Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|----------------|-----------------------|-----------------------|----------------|
| Male 4.7%      | Male 13.1%            | Male 24.6%            | Male 26.2%     |
| Female 95.3%   | Female 86.9%          | Female 75.4%          | Female 73.8%   |

Supplementary Statement

The ACT is committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and professional development. All our points are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high-level non-adjusted indicator of male and female earnings which is affected by workplace distribution and workforce make up.