



Gender Pay Gap Data Report 2019

Introduction

The Diocese of Westminster¹ comprises 212 parishes located in the boroughs of London north of the Thames and west of the Lea River, the Borough of Spelthorne in Surrey, and the County of Hertfordshire.

The Charity fulfils its purpose by offering religious and pastoral services, educational programmes, and charitable support and assistance to all who live within its borders: approximately 430,000 self-identifying Catholics and roughly 4.2 million other residents. The main vehicles for these ministries are the parishes and chaplaincies, schools, and outreach agencies coordinated by Caritas Westminster.

The Diocese of Westminster welcomes people of all backgrounds to work with us in providing religious, pastoral, social outreach and educational programmes. In support of our clergy and volunteers, paid staff are employed at:

- Parishes and Westminster Cathedral,
- Caritas Bakhia House, our refuge for trafficked women,
- Caritas Deaf Service,
- Caritas St Joseph's Hendon, providing education and therapy for adults with disabilities,
- Caritas outreach teams in parishes and a Social Enterprise hub at Wembley,
- Youth Ministry team and Youth Retreat Centre at SPEC in Pinner,
- Property Services in Hendon,
- Agency for Evangelisation, Chancery, Communications, Data Protection, Education, Finance, Fundraising, Human Resources, Information and Communications Technology, Tribunal, Maintenance and Safeguarding at Vaughan House in Westminster,
- Diocesan Archives in Kensington,
- Allen Hall Seminary in Chelsea and
- University Chaplaincy at Gower Street.

We offer a range of flexible benefits which are regularly reviewed along with annual salaries.

Staff retention is good and turnover is lower than the national or London average. The diocese employs many long serving staff; some remain working with us beyond retirement age and eight out of 10 serving employees are women.

¹ Westminster Roman Catholic Diocesan Trust (the Charity)

The Diocese of Westminster recognises that fair wages are essential to the common good of our society. As part of its mission to support the poor and vulnerable, the diocese is an accredited Living Wage employer. As such, we are committed to paying all of our employees at least the Living Wage.

Gender Pay Gap Data

The data below refers to pay for staff employed by the diocese.

Please note that clergy of the diocese are self-employed office holders and are therefore not included in this data.

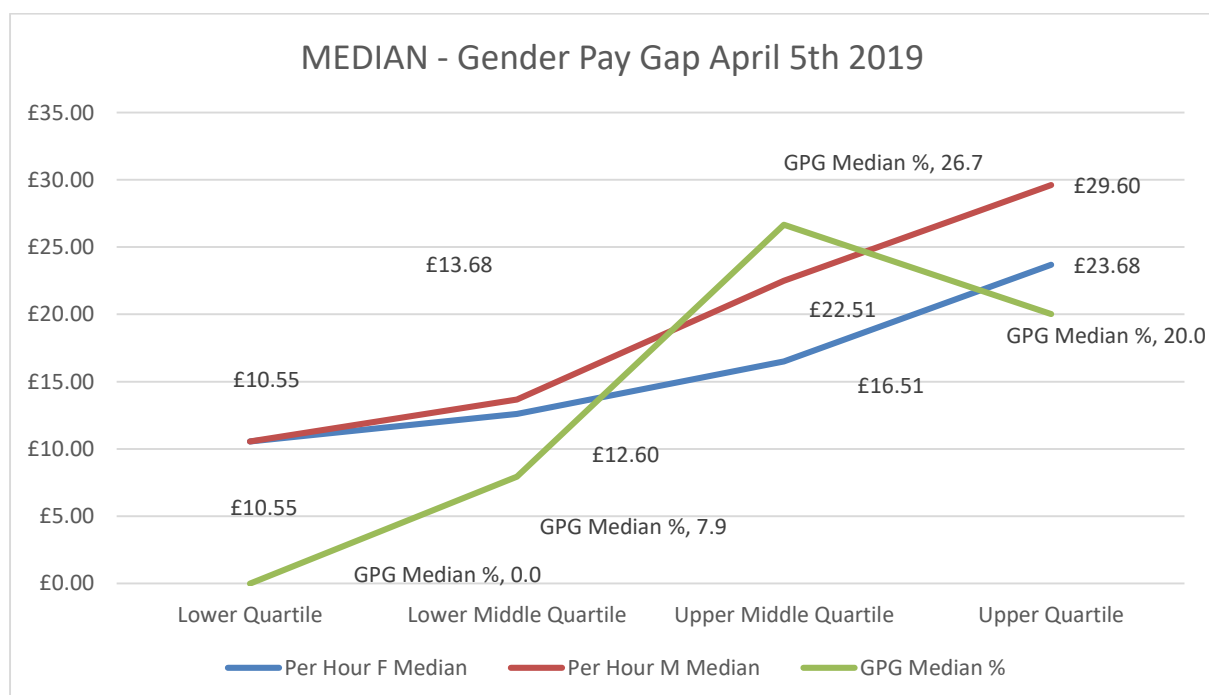
Mean Gender Pay Gap in Hourly Pay

2019	2018
17.26%	28.1%

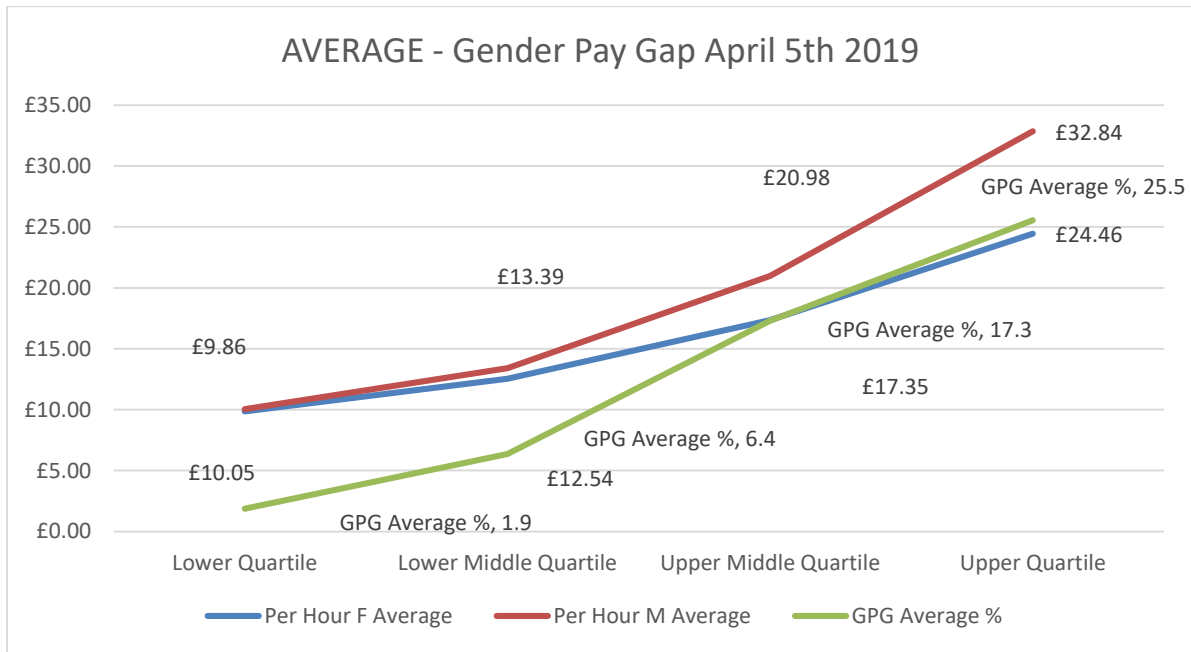
Median Gender Pay Gap in Hourly Pay in 2019 is 10% versus 2018 12.1%

No bonus payments are made to any employees.

	Per Hour Female Median	Per Hour Male Median	Gender Pay Gap Median %
2019 April 5th			
Lower Quartile	£10.55	£10.55	0.0
Lower Middle Quartile	£12.60	£13.68	7.9
Upper Middle Quartile	£16.51	£22.51	26.7
Upper Quartile	£23.68	£29.54	19.8



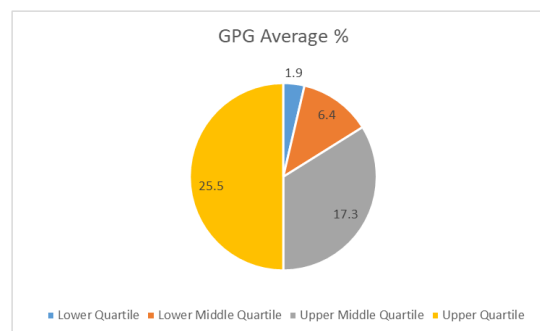
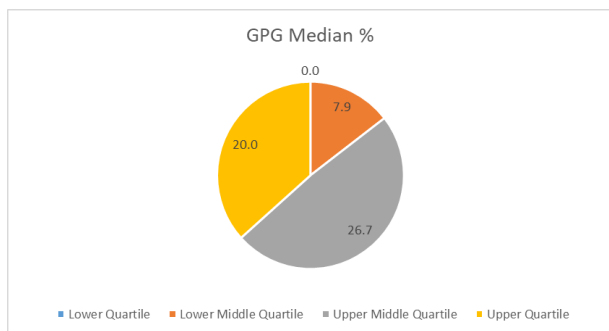
2019 April 5th	Per Hour Female Average	Per Hour Male Average	Gender Pay Gap Average %
Lower Quartile	£9.86	£10.05	1.9
Lower Middle Quartile	£12.54	£13.39	6.4
Upper Middle Quartile	£17.35	£20.98	17.3
Upper Quartile	£24.46	£32.84	25.5



The proportion of male and female employees in each pay quartile pay is as follows:

Male Female Gender Pay Gap Quartiles:

	2019		2018	
	Male	Female	Male	Female
Upper	33.9	66.1	39.3	60.7
Upper Middle	23.9	76.1	19.1	80.9
Lower Middle	16.7	83.3	17.9	82.1
Lower	24.3	75.7	21.8	78.2



In 2019 75.3% of all the Charity's employees are female versus 75.5% in 2018.

Although we have not had significant change within the overall percentage of female to male employees across the curia, we have seen an increase in the percentage of female employees within the upper quartile (66.1% vs 60%). There is a general imbalance of male and female employees across all four pay quartiles.

The total employee balance is roughly 75% female to 25% male, a ratio of 3:1. We have seen a decrease in male employee numbers across the Upper Middle and Lower Middle quartiles and nearly a 3% increase in the number of male employees in the Lower quartile. Compared with the rest of the sector, the UK Civil Society Almanac cites that on average 66% of total employee workforces are female.

This imbalance between the quartiles is a significant driving force behind the Charity's all employee average gender pay gap of 17.26%; although it still compares favourably with the ONS figure for all employees of 17.9% in 2018 it falls some way behind the current NCVO data for the top 50 charities in the UK who have reduced their average gender pay gap from 11% to 7% in 2018. According to UK Civil Society Almanac, within our sector the proportion of men working for charity organisations dropped by 11% since last year, whereas within the Diocese we saw a reduction of a little over 6%. <https://data.ncvo.org.uk/workforce/demographics/>

Statement of Accuracy

I confirm that the information contained in this report is accurate.

Robert Walker
 Director of Human Resources
 13 December 2019