



Gender Pay Gap Data Report 2020

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.

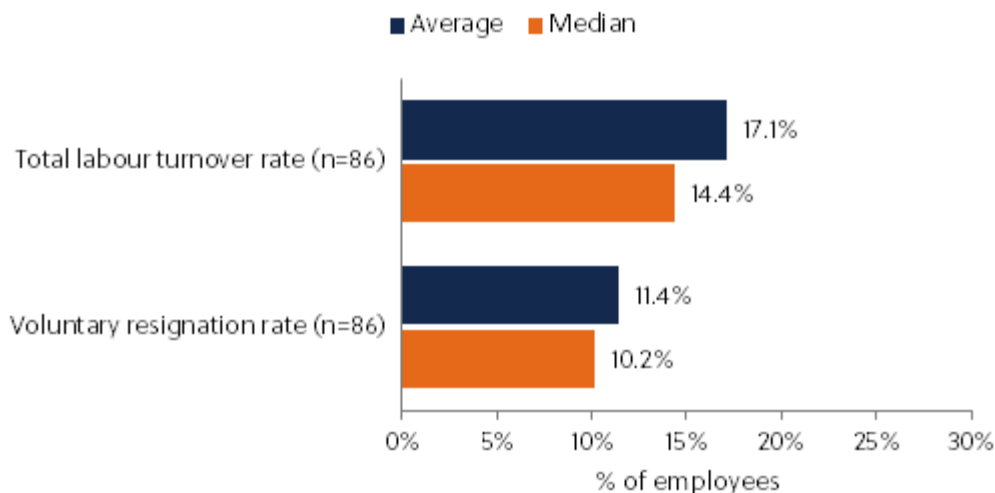
In 2020 we completed a total review of our employee benefits programme and we are committed to rolling out the new flexible benefits program in 2021. We undertake annual salary reviews (January 1st 2020) and complete individual role analysis as required throughout the year.

¹ Westminster Roman Catholic Diocesan Trust (the Charity)

Our employee voluntary turnover is good and has remained at under 9% for 2020 which is much lower than the national or London average.

Charts: Voluntary resignation and total labour turnover rates by sector and organisation size

All employers



Source: XpertHR

[Labour turnover rates survey 2020 | Survey analysis | Tools | XpertHR.co.uk](#)

The diocese employs many long serving staff; some remain working with us beyond retirement age and over 76% of our serving employees are women.

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

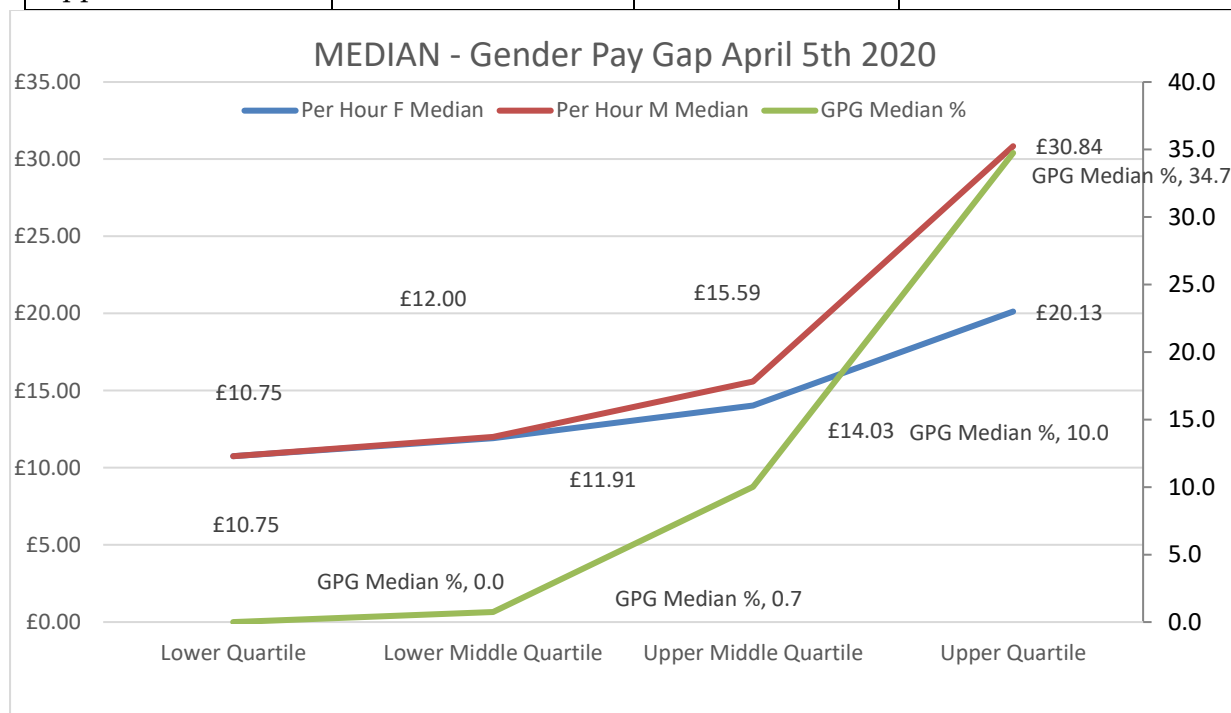
2020	2019	2018
32.50%	17.26%	28.1%

Median Gender Pay Gap in Hourly Pay

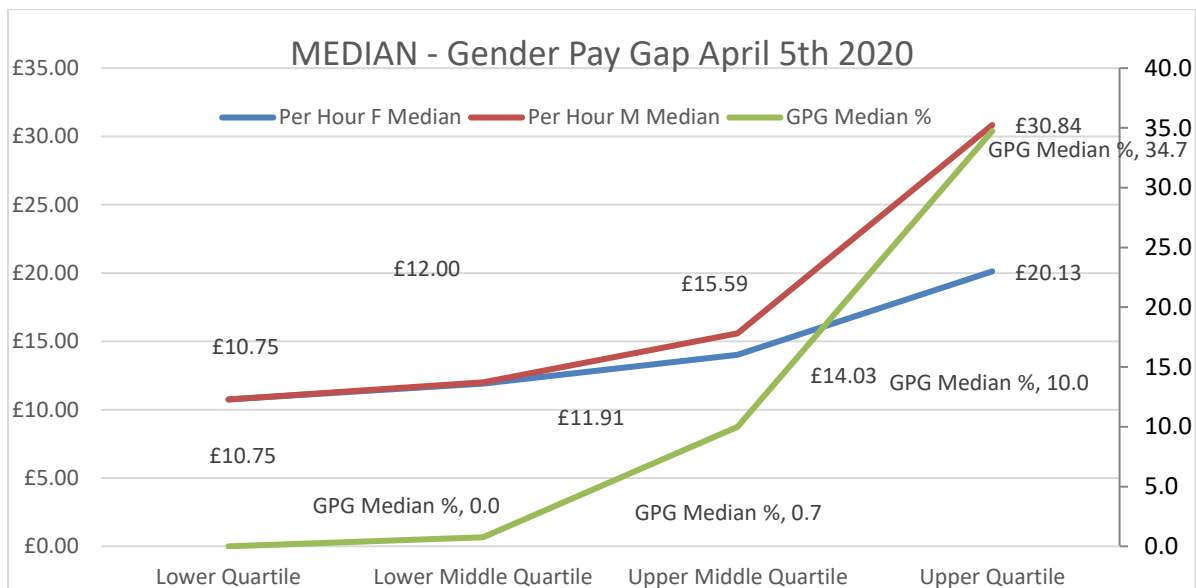
2020	2019	2018
2.81%	10%	12.1%

No bonus payments are made to any employees.

2020 April 5th	Per Hour Female Median	Per Hour Male Median	Gender Pay Gap Median %
Lower Quartile	£10.75	£10.75	0.0
Lower Middle Quartile	£11.91	£12.00	0.7
Upper Middle Quartile	£14.03	£15.59	10.0
Upper Quartile	£20.13	£30.84	34.7



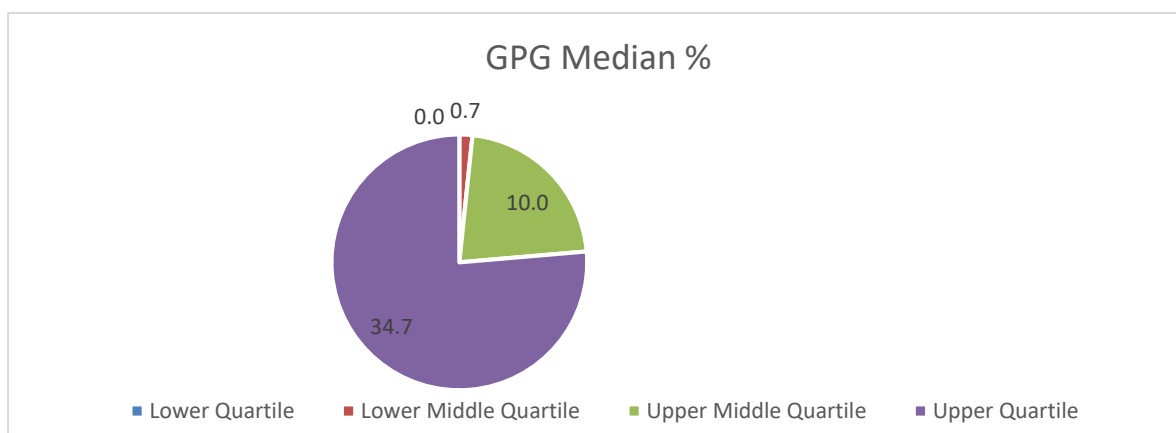
2020 April 5th	Per Hour Female Average	Per Hour Male Average	Gender Pay Gap Average %
Lower Quartile	£9.78	£10.42	6.1
Lower Middle Quartile	£11.88	£11.96	0.7
Upper Middle Quartile	£14.10	£15.93	11.5
Upper Quartile	£23.46	£38.21	38.6

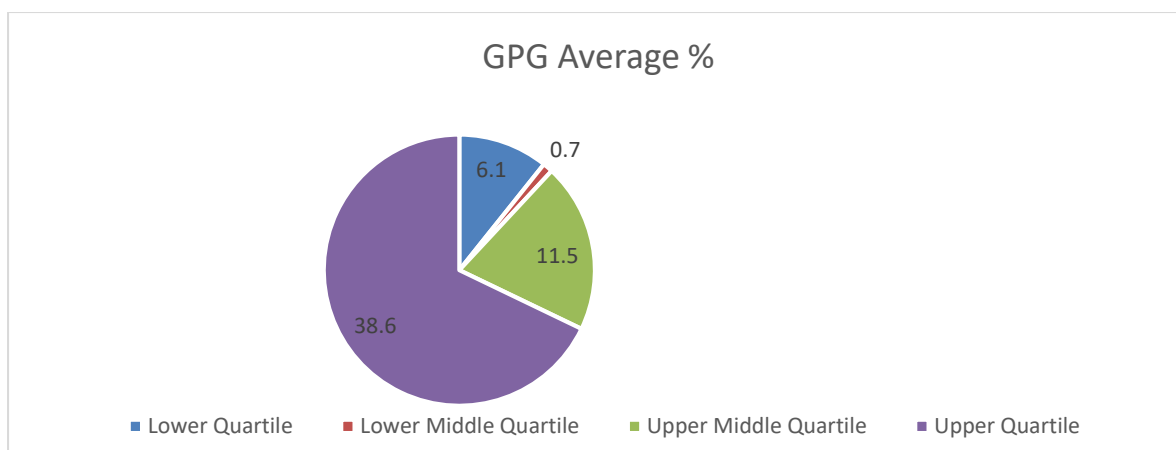


The proportion of male and female employees in each pay quartile pay is as follows:

Male Female Gender Pay Gap Quartiles:

	2019		2020	
	Male	Female	Male	Female
Upper	33.9	66.1	32.7	67.3
Upper Middle	23.9	76.1	19.0	81.0
Lower Middle	16.7	83.3	19.0	81.0
Lower	24.3	75.7	24.2	75.8





In 2020 76.2% of all the Charity's employees are female versus 75.3% in 2019.

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 3 of the 4 quartiles, however unfortunately due to 3 senior female employees leaving in early 2020 we saw a reduction in both % representation and a temporary widening of the pay gap within the Upper Quartile.

We have seen some very positive changes within our underlying pay data across the top 20 paid employees. Within the Upper Quartile our female employees' rates of pay in 2020 over 2019 have nearly doubled that of our male employees.

Female Employees Top 20 Paid			Male Employees Top 20 Paid		
2019	2020		2019	2020	
£ 23.99	£ 30.12		£ 30.38	£ 32.62	
£ 24.00	£ 30.12		£ 31.51	£ 34.76	
£ 24.66	£ 33.35		£ 31.51	£ 35.12	
£ 24.93	£ 33.35		£ 32.14	£ 35.35	
£ 25.32	£ 33.35		£ 34.25	£ 35.39	
£ 25.45	£ 33.35		£ 34.60	£ 35.71	
£ 26.47	£ 35.35		£ 34.78	£ 35.84	
£ 26.74	£ 35.35		£ 34.83	£ 37.36	
£ 27.68	£ 35.35		£ 34.86	£ 40.98	
£ 27.68	£ 35.35		£ 35.19	£ 40.98	
£ 28.84	£ 35.35		£ 35.31	£ 49.19	
£ 28.91	£ 39.00		£ 36.16	£ 51.40	
£ 29.39	£ 40.98		£ 40.37	£ 52.79	
£ 29.84	£ 48.95		£ 40.37	£ 65.98	
£ 32.30	£ 50.00		£ 48.46	£ 66.34	
£ 33.23	£ 50.75		£ 50.64	£ 69.71	
£ 33.33	£ 65.12		£ 52.01	£ 71.05	
£ 33.53	£ 69.71		£ 65.36	£ 71.44	
£ 41.18	£ 71.05		£ 68.68	£ 79.95	
£ 50.64	£ 79.95		£ 70.38	£ 79.97	
£ 29.91	£ 44.30		£ 42.09	£ 51.10	
Average '19	Average '20	32.49%	Average '19	Average '20	17.63%

Our gender imbalance within the quartiles and carrying vacant senior posts during the 'snap shot' date of 5th April 2020 (which had been previously held by female employees is a significant driving force behind our Charity's all employee average gender pay gap; as an institution we remain firmly committed to gender pay equality and a wider representation of female colleagues within senior roles. We would expect to see significant closing of the gender pay gap in our reported figures for 2021.

Statement of Accuracy

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

A handwritten signature in black ink, appearing to read 'RW', with a stylized flourish at the end.

Robert Walker
Director of Human Resources
29 March 2021