



Gender Pay Gap Data Report 2021

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.

The diocese employs many long serving staff; some remain working with us beyond retirement age and 75% 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

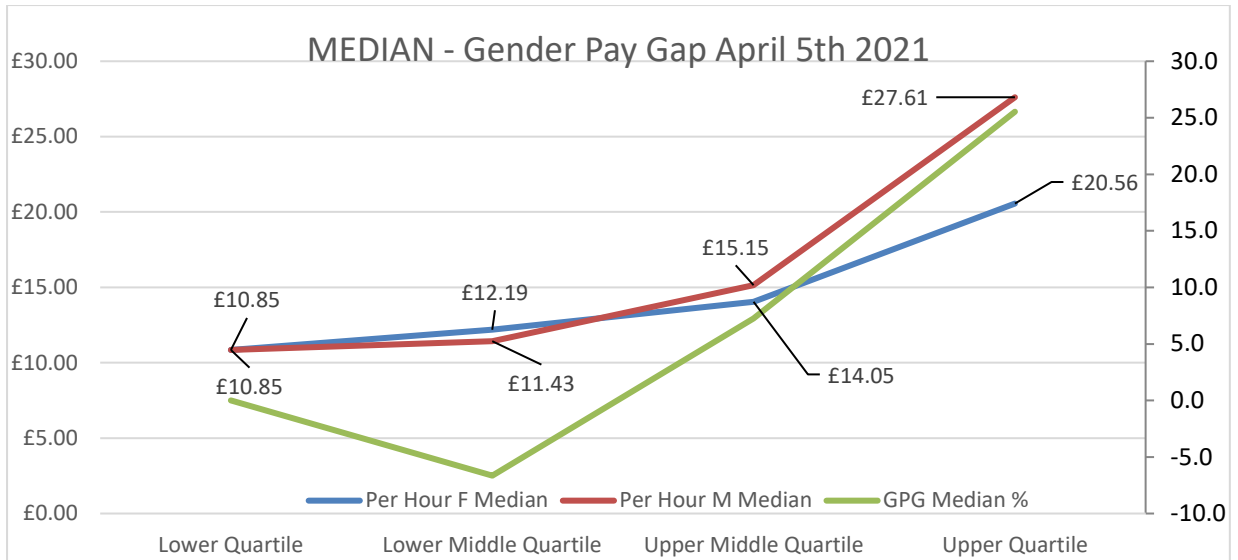
2021	2020	2019	2018
14.64%	32.50%	17.26%	28.1%

Median Gender Pay Gap in Hourly Pay

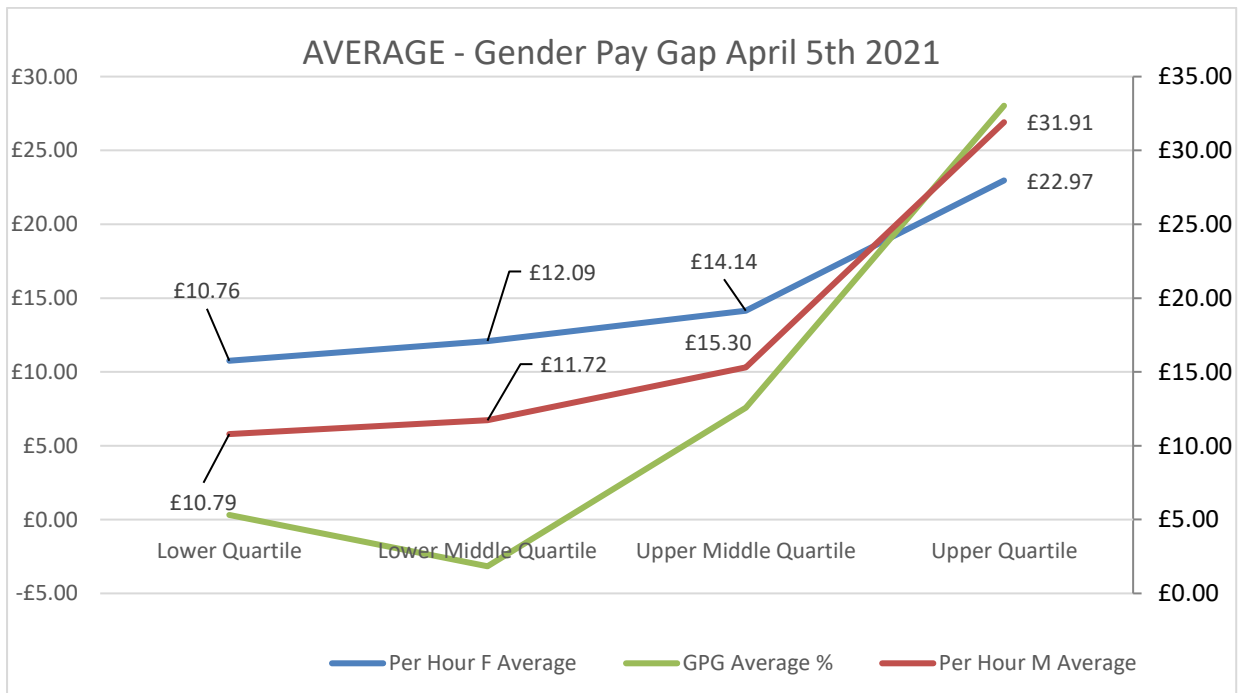
2021	2020	2019	2018
0.46%	2.81%	10%	12.1%

No bonus payments are made to any employees.

2021 April 5th	Per Hour Female Median	Per Hour Male Median	Gender Pay Gap Median %
Lower Quartile	£10.85	£10.85	0.0
Lower Middle Quartile	£12.19	£11.43	-6.6
Upper Middle Quartile	£14.05	£15.15	7.3
Upper Quartile	£20.56	£27.61	25.5



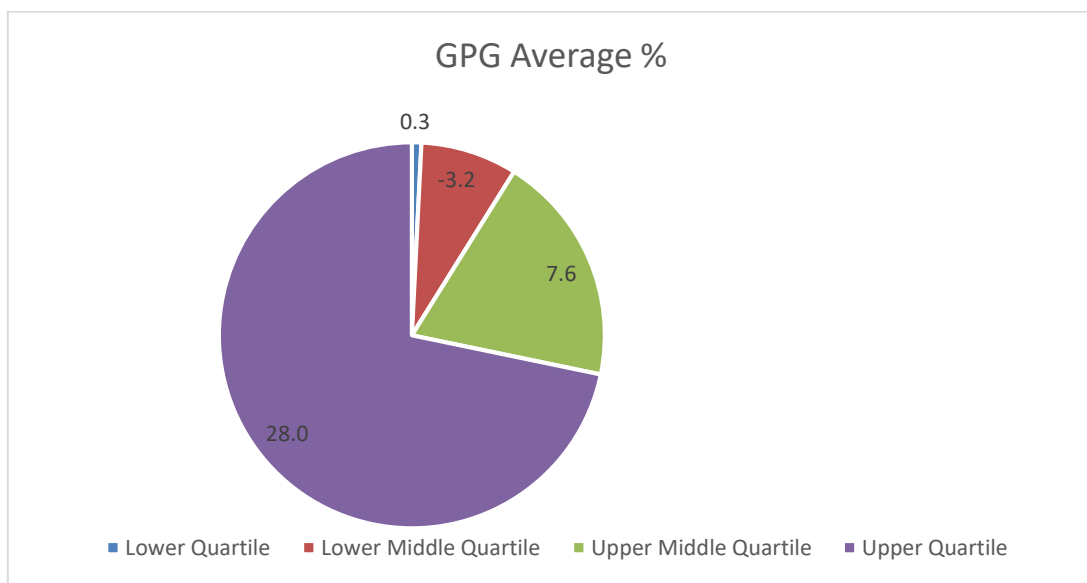
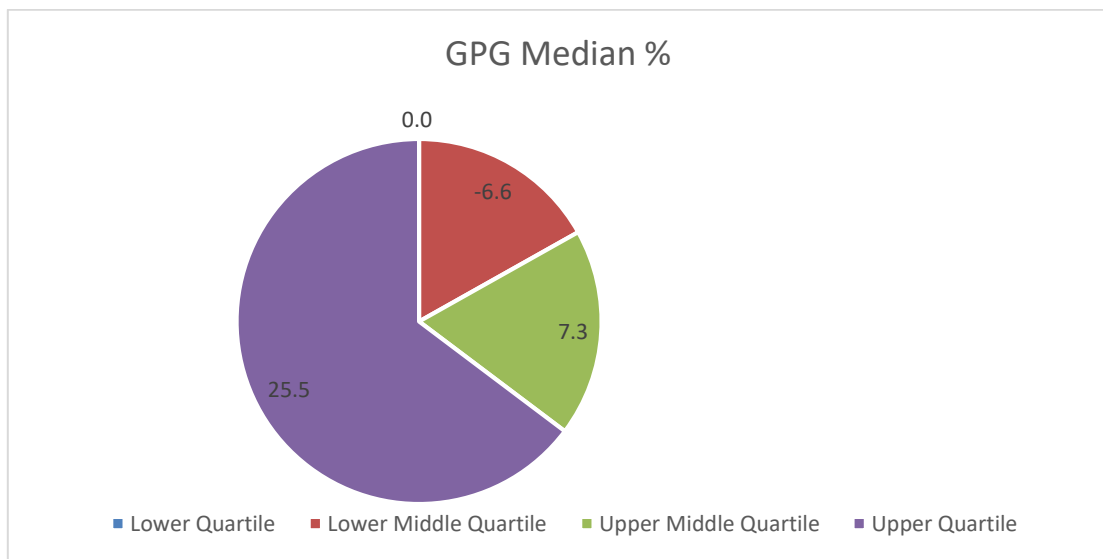
2021 April 5th	Per Hour Female Average	Per Hour Male Average	Gender Pay Gap Average %
Lower Quartile	£10.76	£10.79	0.3
Lower Middle Quartile	£12.09	£11.72	-3.2
Upper Middle Quartile	£14.14	£15.30	7.6
Upper Quartile	£22.97	£31.91	28.0



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

Male Female Gender Pay Gap Quartiles:

	2021		2020	
	Male	Female	Male	Female
Upper	30.2	69.8	32.7	67.3
Upper Middle	19.0	81.0	19.0	81.0
Lower Middle	19.4	79.6	19.0	81.0
Lower	29.8	70.2	24.2	75.8



In 2021 75.15 % of all the Charity's employees are female versus 76.2% in 2020.

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 highest quartile with male employees replacing that number within the lowest quartile, although we do see a far more significant pay gap across the diocese, we have seen an increase in the number of female employees who are amongst the highest paid across all employees. Within our top 30 hourly paid employees, 48% are female versus 52% male (14 / 16) versus 40% / 60% in 2020.

32.78	Female	35.84	Male	50.00	Female
32.78	Male	36.81	Female	50.75	Female
32.97	Female	40.98	Male	50.75	Female
32.97	Female	40.98	Male	52.79	Male
34.86	Female	41.80	Female	64.25	Male
35.12	Male	43.96	Male	65.12	Female
35.35	Male	44.51	Male	65.98	Male
35.39	Male	44.86	Male	69.71	Female
35.71	Female	48.95	Female	69.71	Male
35.71	Male	49.19	Male	71.05	Female

Our gender imbalance within the quartiles is caused by the overall percentage of female employees versus male, with many of our roles being part time (less than 22.5 hours per week) this ordinarily attracts more qualified female candidates versus male. We also continue to carry vacant senior posts during the 'snap shot' date of 5th April 2021; which had been previously held by female employees. At the time of preparing this analysis we currently have 1 senior 'interim' female manager (not included in the number as the role is currently contractor status) and 2 senior permanent female employees who have since joined the diocese; if these had been included within the highest quartile our gender representation would have shifted considerably to 60 / 40 in favour of our female employees.

As an institution we remain firmly committed to gender pay equality and a wider representation of female colleagues within senior roles. We are pleased with our progress in 2021 and look to continue this trend in 2022.

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

20 April 2021