



## Gender Pay Gap Data Report 2022

### Introduction

The Diocese of Westminster<sup>1</sup> 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.

Throughout 2021 we rolled out the first of elements of our new flexible benefits program and continued to refine those benefits and add further benefits in 2022. We continue to look at ways in which we can remain competitive within this sector by maximising tax efficiency for our employees through 'salary exchange' programs which will change significantly our reporting for 2023.

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<sup>1</sup> Westminster Roman Catholic Diocesan Trust (the Charity)

As a responsible employer and committed to National Living Wage Foundation recommendations, we undertook multiple 'Cost of Living' annual salary reviews (January 1<sup>st</sup> through to September 2022) and completed individual role analyses as required throughout the year, particularly for those employees with roles which required urgent market analysis and benchmarking due to significant changes in 2022 where we saw the candidate market becoming significantly driven by applicants' salary requests. All benchmarking exercises were undertaken using live payroll data from across hundreds of employees within the same role, same layers of responsibility and budget accountability.

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 nearly 76% of our serving employees are women (a slight increase in '22 versus '21).

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

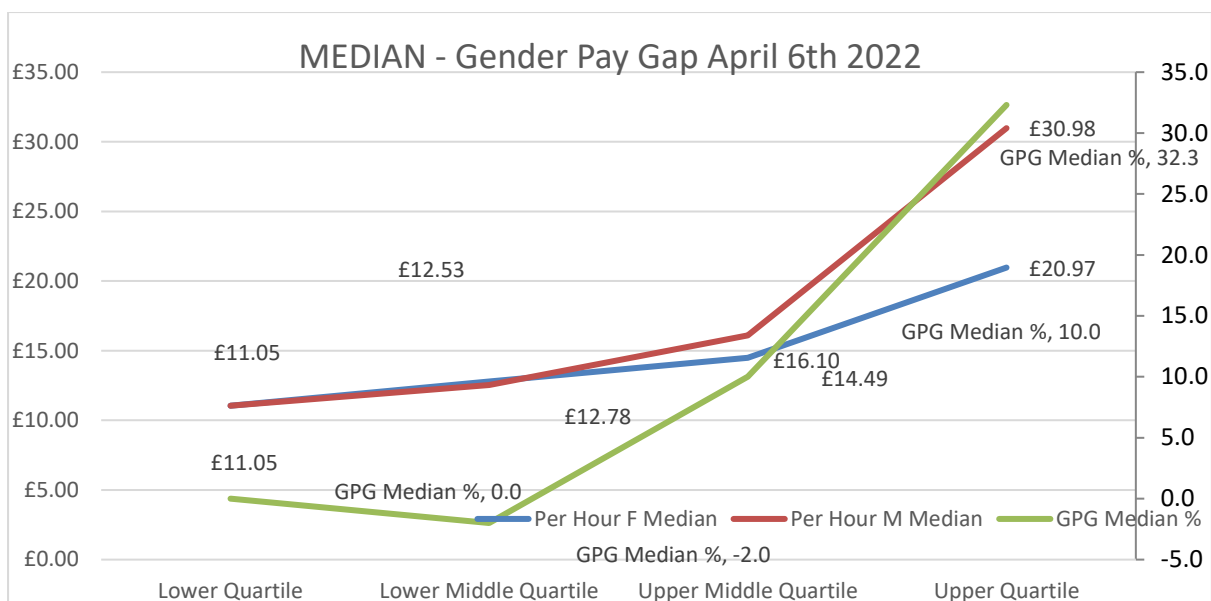
2022	2021	2020	2019	2018
26.4%	14.64%	32.50%	17.26%	28.1%

#### Median Gender Pay Gap in Hourly Pay

2022	2021	2020	2019	2018
3.12%	0.46%	2.81%	10%	12.1%

No bonus payments are made to any employees.

	Per Hour Female Median	Per Hour Male Median	Gender Pay Gap Median %
2022 April 6th			
Lower Quartile	£11.05	£11.05	0.0
Lower Middle Quartile	£12.78	£12.53	-2.0
Upper Middle Quartile	£14.49	£16.10	10.0
Upper Quartile	£20.97	£30.98	32.3

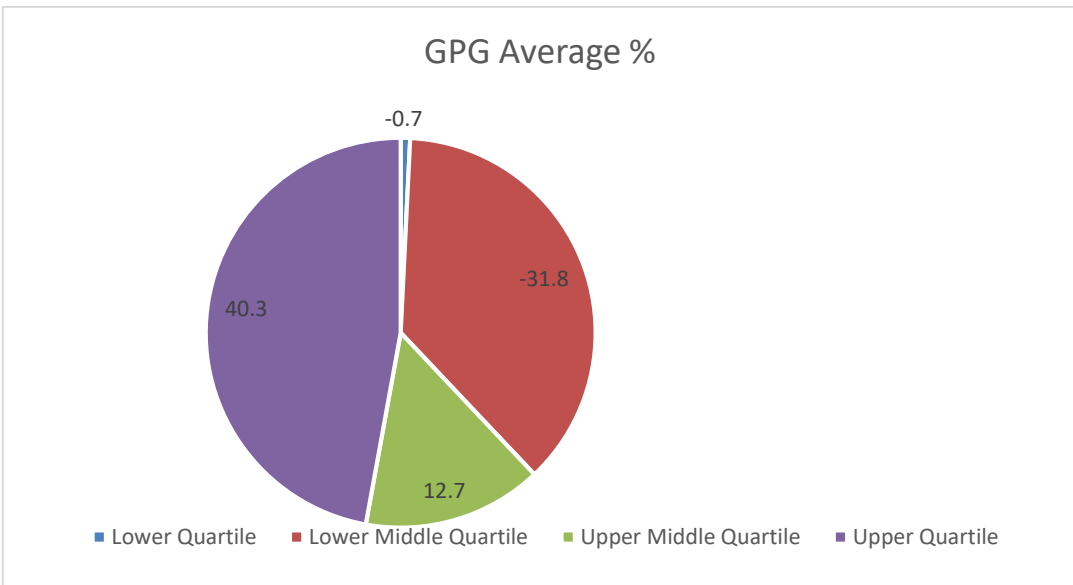
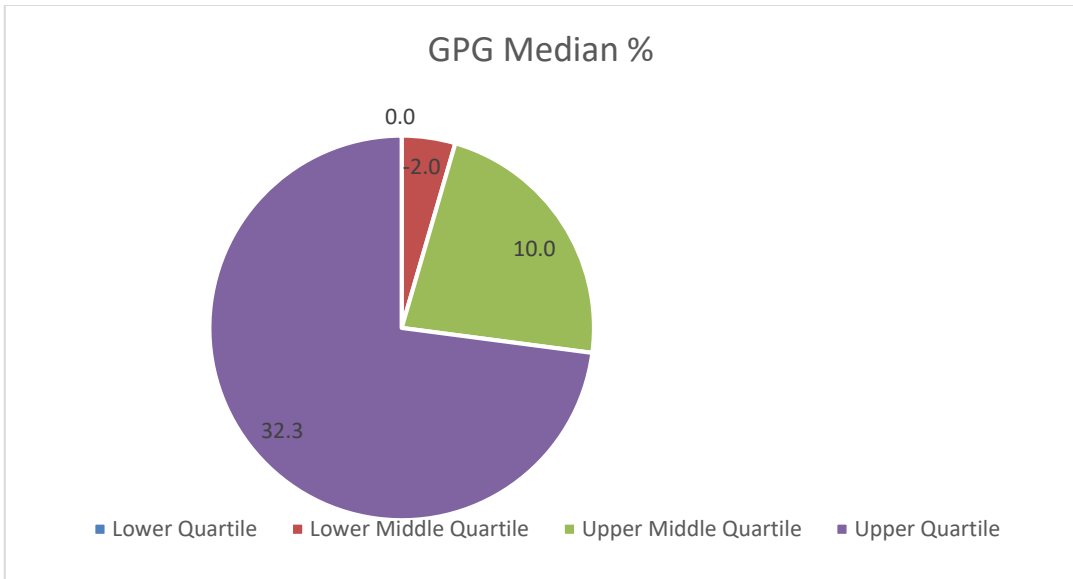
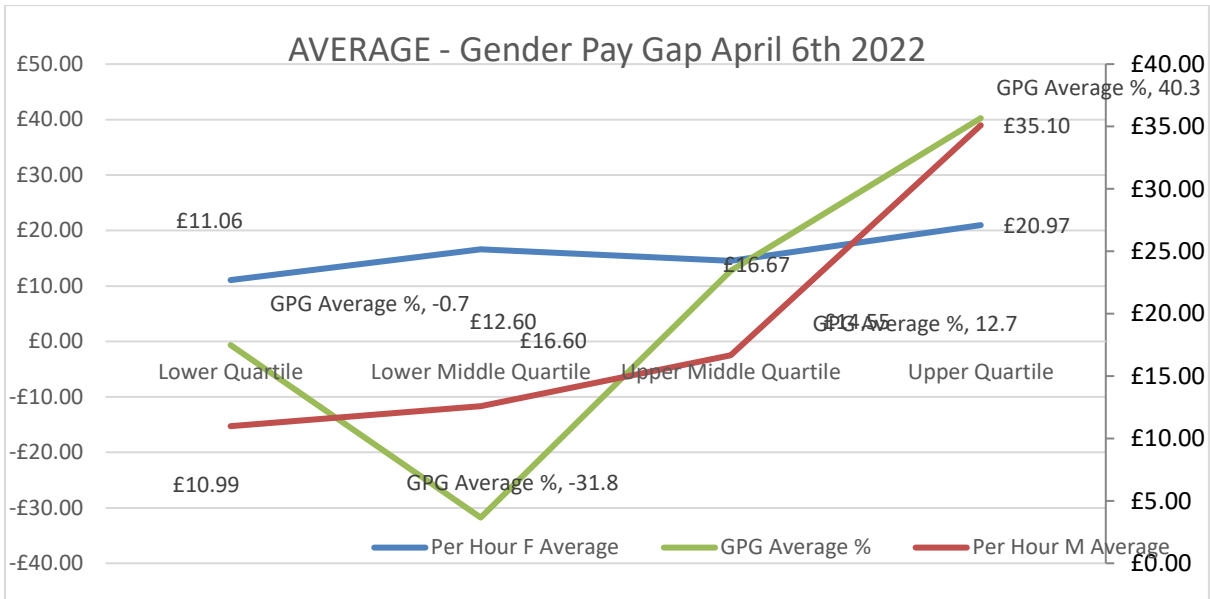


	Per Hour Female Average	Per Hour Male Average	Gender Pay Gap Average %
2022 April 6h			
Lower Quartile	£11.06	£10.99	-0.7
Lower Middle Quartile	£16.60	£12.60	-31.8
Upper Middle Quartile	£14.55	£16.67	12.7
Upper Quartile	£20.97	£35.10	40.3

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



Although yet again we have not had significant change within the overall percentage of female to male employees across the curia, we have seen a dramatic decrease in the percentage of female employees within the highest quartile; however, male employees continue to remain at similar levels throughout the other 3 quartiles, although we do see a far more significant pay gap across the diocese, we have seen an increase in pay for all our employees, particularly female employees who are amongst the most senior role holders. Within our top 25 hourly paid employees, we have seen a significant reversal from 2021, where 48% were female versus 52% male. In 2022 we see that female employees represent only 36% of our highest paid 25 employees versus 64% male. This is due to losing 2 female deputy directors (Heads of) during this period and one interim senior role, filled by a male colleague, being made permanent. We remain committed to ensuring that our leadership is more fairly represented and we have taken steps throughout 2022 to manage that imbalance.

TOP 25 PAID EMPLOYEES ACROSS both M/F				
Male	33.44	20th	Male	36.00
Female	33.60	19th	Male	36.23
Female	33.79	18th	Male	36.61
Female	35.71	17th	Male	36.73
Female	35.73	16th	Female	37.73
Female	41.76	10th	Male	45.98
Male	42.00	9th	Male	49.45
Female	42.84	8th	Female	52.02
Male	43.96	7th	Male	54.11
Male	45.05	6th	Male	65.85
		5th	Male	71.43
		4th	Male	71.45
		3rd	Female	72.83
		2nd	Male	73.23
		1st	Male	81.97

Top 25 Employees by pay		
Female	9	36%
Male	16	64%
<b>TOTAL</b>	<b>25</b>	<b>100%</b>

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 35 hours per week). In total we carry 629 part time posts from a total of 768 paid roles. This represents nearly 82% of all our paid employees are within roles which are less than 35 hours per week.

Our total employees who are less than 22.5 hours per week is 545 which represents over 71% of all our jobs.

With flexible working being a key component of our employment offering and a significant number of our parish paid roles being between 5 to 10 hours per week, we find that these roles ordinarily attracts more qualified female candidates versus male.

We currently have 497 female employees in part time employment (less than 35 hours per week) which equates to 65% of our entire employee population.

We are carrying into 2023 possibly 3 vacant senior posts (director level posts) which during the snapshot date of April 6<sup>th</sup> 2022 had been held by male colleagues. We would enjoy seeing more female colleagues joining our senior leadership team.

As an institution we remain firmly committed to gender pay equality and a wider representation of female colleagues within senior roles. We are of course disappointed with the slight reversal against the progress we made in 2021; however we see 2023 as a year in which we can further develop and deliver upon our desire of evidencing no glass ceiling for our female colleagues.

### **Statement of Accuracy**

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



Robert Walker

Director of Human Resources

14 February 2023