



Gender Pay Gap Data Report 2024

Introduction

The Diocese of Westminster (Westminster Roman Catholic Diocesan Trust (the Charity)) is committed to promoting equality and fairness in the workplace. As part of this commitment, we report annually on our Gender Pay Gap (GPG) to ensure transparency and accountability. This report outlines and explains the development of the GPG for 2024.

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 comprises 207 parishes and 204 school 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 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 Bakhita House, our refuge for trafficked women;
- Caritas Deaf Service;
- Caritas St Joseph's Hendon, providing education and therapy for adults with intellectual 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, Health & Safety, and Parish Support in Hendon;
- Agency for Evangelisation, Chancery, Communications, Data Protection, Education, Finance, Fundraising, Human Resources, Information and Communications Technology, Tribunal, Maintenance, Safeguarding, and Security at Vaughan House in Westminster;
- Diocesan Archives in Kensington;
- Allen Hall Seminary in Chelsea; and
- University Chaplaincy at Gower Street.

Throughout 2024 we continued to promote throughout the employee lifecycle our new flexible reward and benefits program. We also continued to look at ways in which we can remain competitive within our sector by maximising tax efficiency for our employees, through 'salary exchange' programs, particularly those on the higher tax rates. As a result of promoting the salary exchange scheme, we have seen a 58% increase in membership numbers in 2024 compared with 2023.

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.

As a responsible employer committed to National Living Wage Foundation recommendations, we undertook multiple 'Cost of Living' annual salary reviews (January 1st through to December 31st) and completed individual role analyses as required throughout the year, particularly for those employees with roles which required urgent market analysis and benchmarking. All benchmarking exercises were undertaken using live payroll data from across hundreds of employees within the same role, same layer of responsibility and budget accountability.

We employ many long-serving staff; some remain working with us beyond retirement age. We also attract many female employees. Indeed, 75% of our serving employees are women. This represents a slight decrease in 2024 versus 2023, but nevertheless still remains a significant majority of our workforce.

Our employee voluntary turnover is slightly under 16% for 2024. This represents a 2% increase compared with 2023 but is lower than both the national average and the London average.

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

The mean GPG for 2024 is 26.2%, indicating a significant disparity in average earnings between male and female employees.

2024	2023	2022	2021	2020	2019	2018
26.2%	22.1%	26.4%	14.64%	32.50%	17.26%	28.1%

Median Gender Pay Gap in Hourly Pay

The median GPG for 2024 is 15.3%, showing a notable difference in median earnings between male and female employees.

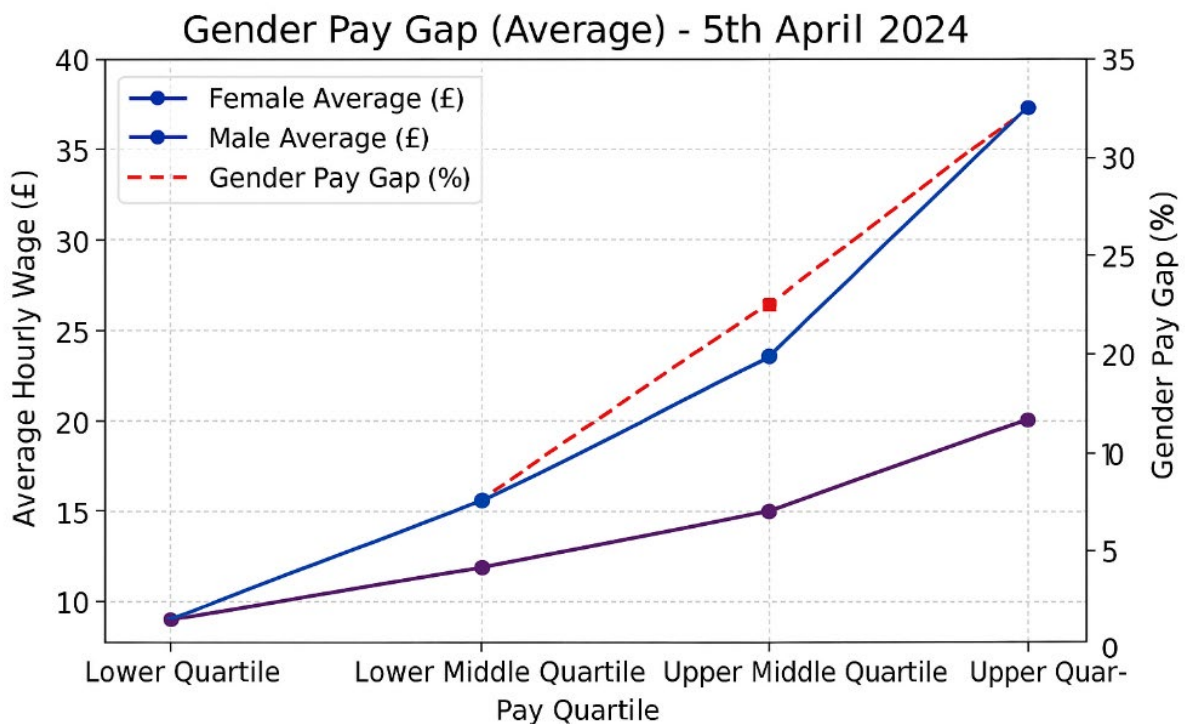
2024	2023	2022	2021	2020	2019	2018
15.3%	11.2%	3.12%	0.46%	2.81%	10%	12.1%

Quartile Breakdown

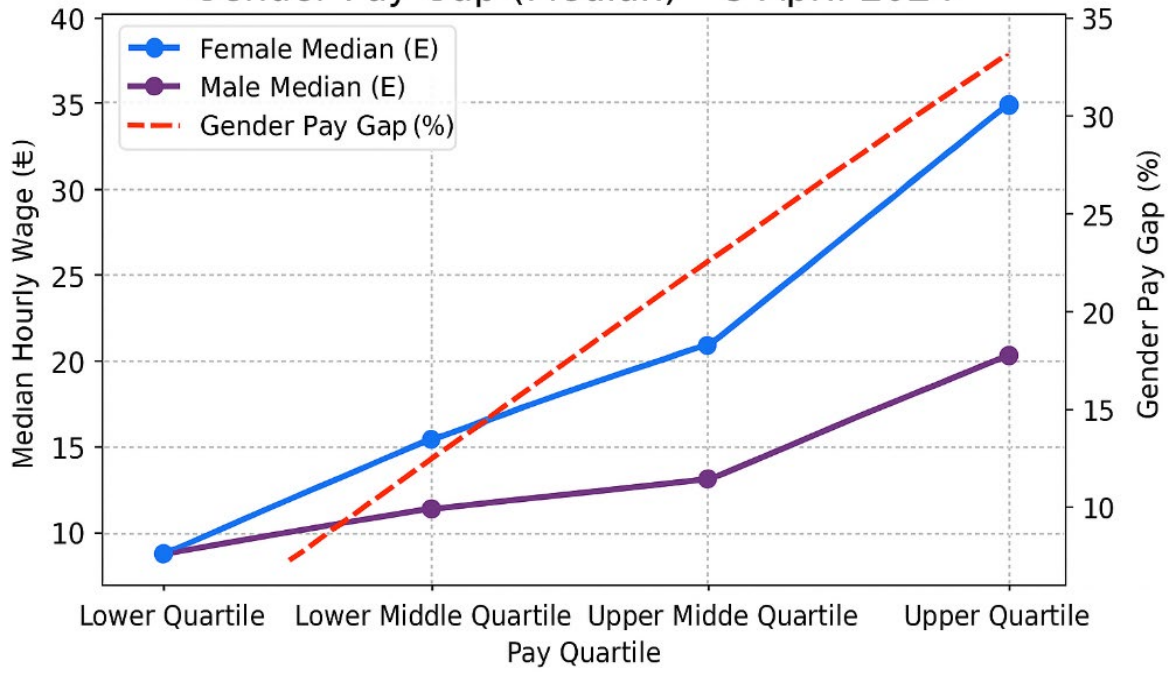
The workforce is divided into four quartiles based on hourly pay, with the data below providing insights into where disparities exist.

5 th April 2024	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£13.00	£13.13	1.0
Lower Middle Quartile	£14.28	£15.73	9.2
Upper Middle Quartile	£16.18	£21.87	26.0
Upper Quartile	£25.65	£36.92	30.5

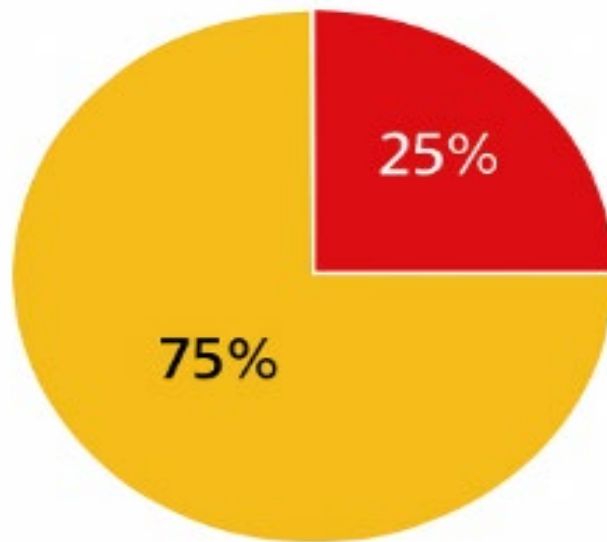
5 th April 2024	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£13.15	£13.15	0.0
Lower Middle Quartile	£14.25	£15.68	9.1
Upper Middle Quartile	£16.10	£21.39	24.7
Upper Quartile	£23.65	£36.92	35.9



Gender Pay Gap (Median) – 5 April 2024



Gender Representation 5 April 2024



Male Female

Analysis and Interpretation

As the summary data indicates, the mean GPG is higher than the median, suggesting that higher-paid male roles significantly impact the average earnings disparity.

From the quartile breakdown, it is evident that the upper quartile shows the largest mean GPG, indicating that higher-paying positions are more commonly held by males. This indicates that to address the disparity, efforts should focus on increasing female representation in this quartile.

It should be noted that the Diocese of Westminster employs a significant portion of its workforce in part-time roles, which due to the nature and responsibilities of the roles typically offer hourly pay in the lower, lower-middle or upper-middle quartiles. The majority (77%) of these part-time roles attract female applicants, resulting in a significant gender imbalance within the quartiles that contributes to the GPG.

The summary data also demonstrates that in comparison with prior years, the mean GPG has remained relatively consistent, indicating ongoing challenges in addressing disparities in average earnings.

In addition, the median GPG comparison with prior years shows a persistent gap, highlighting the need for targeted strategies to improve median earnings equality. The trends in the quartile distribution remain similar too, with the upper quartile continuing to show the largest disparity, all of which indicates a common underlying cause or influencing factor.

When considering the highest paid employees, it should be noted that the data is impacted by a specific job role that exists at the Diocese of Westminster.

Based within the parish setting, Musicians employed by the diocese typically work a very limited number of hours (often just 1-2 hours per week), but due to the specialist and highly technical nature of their role, which requires not only being able to sing or to play an organ, but also a clear and detailed understanding of the liturgy and the musical tradition of the Church, they earn a very high hourly pay rate. For example, 7 of the top 10 hourly pay rates are musicians, including 3 individuals whose hourly pay rate is higher than for the highest paid employee in our senior leadership team.

Amongst the 50 highest paid employees at the diocese, 22 of them (44%) are Musicians. Excluding these 22 from the GPG data results in an Average GPG of 16.8% and a Median GPG of 10.2% - each percentage being roughly 2/3 of the percentages calculated including the 22 employees. This is a huge impact that is being caused by a limited number of employees (3% of total employees).

We are of course very grateful to be able to employ in our parishes so many excellent musicians, a number of whom are recognised nationally for their musicianship, without whose support we would not be able to deliver the mission as effectively as we currently do.

Analysis of Top 50 hourly pay rates	Total	Male	Female
Number of Musicians	22	18	4
Number of SLT	12	8	4
Number of Education SLT	6	2	4
Number of Other roles (Curia)	7	2	5
Number of Other roles (Parish)	3	2	1
Total	50	32	18

Analysis excluding Musicians	Total	Male	Female
Number of SLT	12	8	4
Number of Education SLT	6	2	4
Number of Other roles (Curia)	7	2	5
Number of Other roles (Parish)	3	2	1
Total	28	14	14

Action

The Diocese of Westminster will continue to promote flexible working practices, offering flexible working arrangements to attract and retain a diverse workforce.

We will also continue to conduct regular salary benchmarking of key roles to ensure salaries are competitive and aligned across all job roles.

The female leadership program introduced at the end of 2024 will address the long-term aim of the Diocese to develop and retain those with leadership potential, thereby increasing female representation in senior roles which will in turn help to reduce the GPG; a further update will be provided in the 2025 GPG report.

Conclusion

The Diocese of Westminster remains committed to addressing the Gender Pay Gap. While challenges persist, we are dedicated to creating a more equitable workplace through targeted initiatives and ongoing monitoring of our progress

Statement of Accuracy

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



Julie Dauncey

Head of Human Resources 4 April 2025