

Roman Catholic Archdiocese of Southwark

Gender Pay Gap Report 2022/2023

This report is based on data as at 5th April 2023.

Population

As at 5th April 2023 we employed 323 employees of whom 76% were female and 24% male. Overall numbers of employees were slightly down on 2021/2022, but the percentage split between males and females has barely changed. Full time hourly pay is broken down into 4 quartiles and the percentage of women and men in each pay quarter is as follows:

Upper hourly pay quarter (highest paid) Q4

64% of the upper hourly pay quarter (highest paid) are women
36% of the upper hourly pay quarter (highest paid) are men

Upper middle hourly pay quarter Q3

80% of the upper middle hourly pay quarter are women
20% of the upper middle hourly pay quarter are men

Lower middle hourly pay quarter Q2

81% of the lower middle hourly pay quarter are women
19% of the lower middle hourly pay quarter are men

Lower hourly pay quarter (lowest paid) Q1

78% of the lower hourly pay quarter (lowest paid) are women
22% of the lower hourly pay quarter (lowest paid) are men

Hourly Pay Gap

We report on the mean (average rate of pay) and median (middle rate of pay) gap between male and female pay:

- When comparing the mean (average) hourly pay, women's mean hourly pay is 19% (12.3% based on April 2022 data) lower than the men.
- At the median level women's hourly pay is 7.9% (8.3% based on April 2022 data) lower than for the men.

No bonuses were paid.

I confirm that this is an accurate report.



Paul McCallum
Chief Operating Officer