



## Gender Pay Gap Data Report 2023

### 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 Bakhita 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 Seed Hub and Safe in Faith at Wembley,
- Youth Ministry team and Youth Retreat Centre at SPEC in Pinner,
- Property Services in Hendon,
- Agency for Evangelisation, Caritas Westminster, Chancery, Communications, Data Protection, Education, Finance, Fundraising, Human Resources, Information and Communications Technology, Tribunal, Maintenance and Safeguarding at Vaughan House and Archbishop's House in Westminster,
- Diocesan Archives in Kensington,
- Allen Hall Seminary in Chelsea and
- University Chaplaincy at Gower Street.

In 2023 we continued to promote throughout the employee lifecycle our new flexible benefits program. We also 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, particularly those on the higher tax rates, which will change significantly our reporting for 2024.

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

As a responsible employer committed to National Living Wage Foundation recommendations, we undertook multiple 'Cost of Living' annual salary reviews (January 1<sup>st</sup> through to December) 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 2023 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 at under 14% for 2023 which is lower than the national or London average.

The diocese employs many long serving staff; some remain working with us beyond retirement age and nearly 77% of our serving employees are women (a slight increase in '23 versus '22).

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

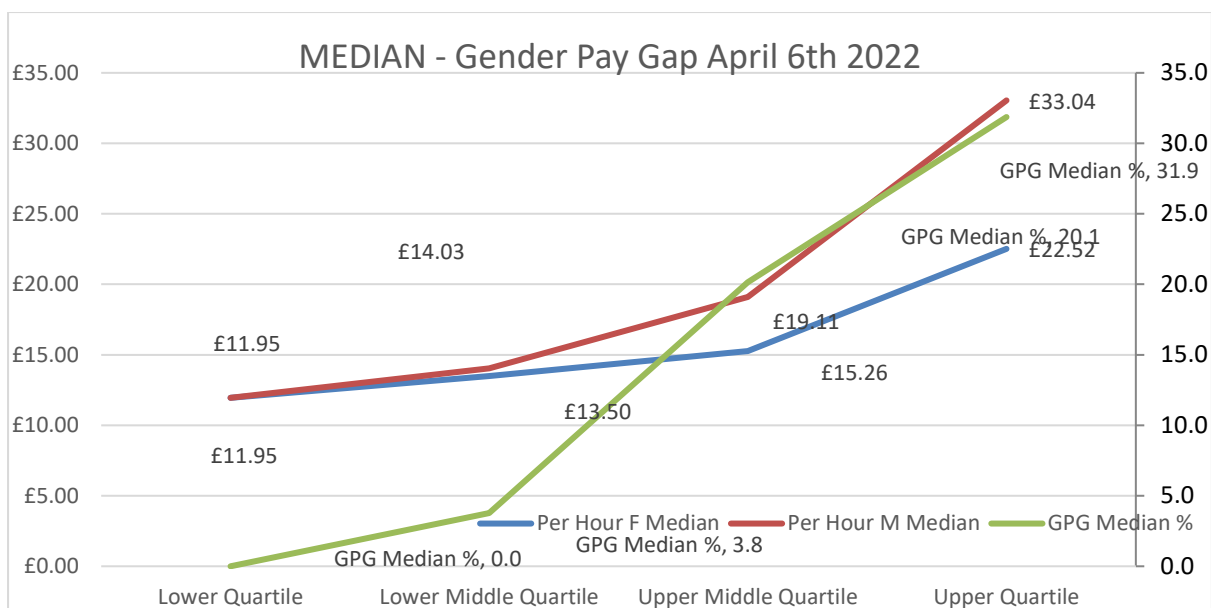
2023	2022	2021	2020	2019	2018
22.1%	26.4%	14.64%	32.50%	17.26%	28.1%

#### Median Gender Pay Gap in Hourly Pay

2023	2022	2021	2020	2019	2018
11.2%	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 %
<b>2023 April 6th</b>			
Lower Quartile	£11.95	£11.95	0.00
Lower Middle Quartile	£13.50	£14.03	3.8
Upper Middle Quartile	£15.26	£19.11	20.1
Upper Quartile	£25.52	£33.04	31.9

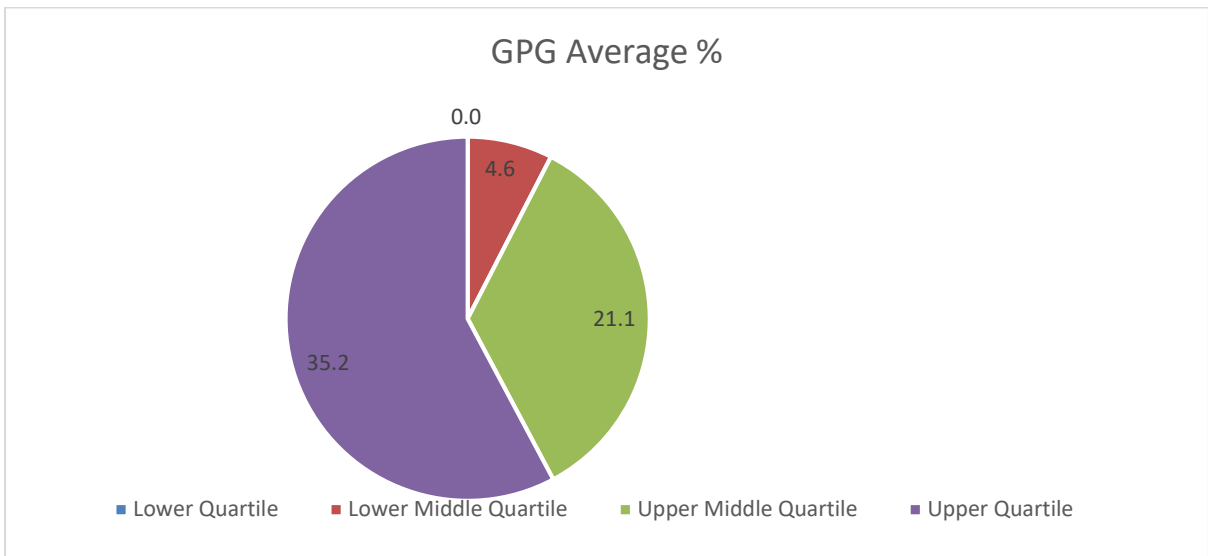
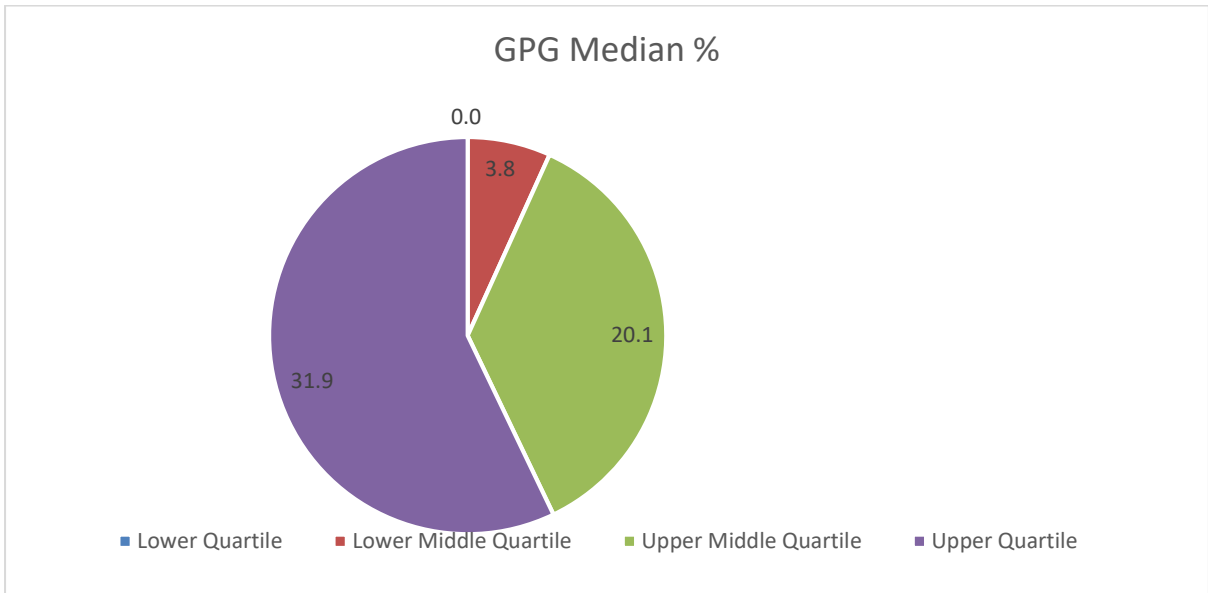
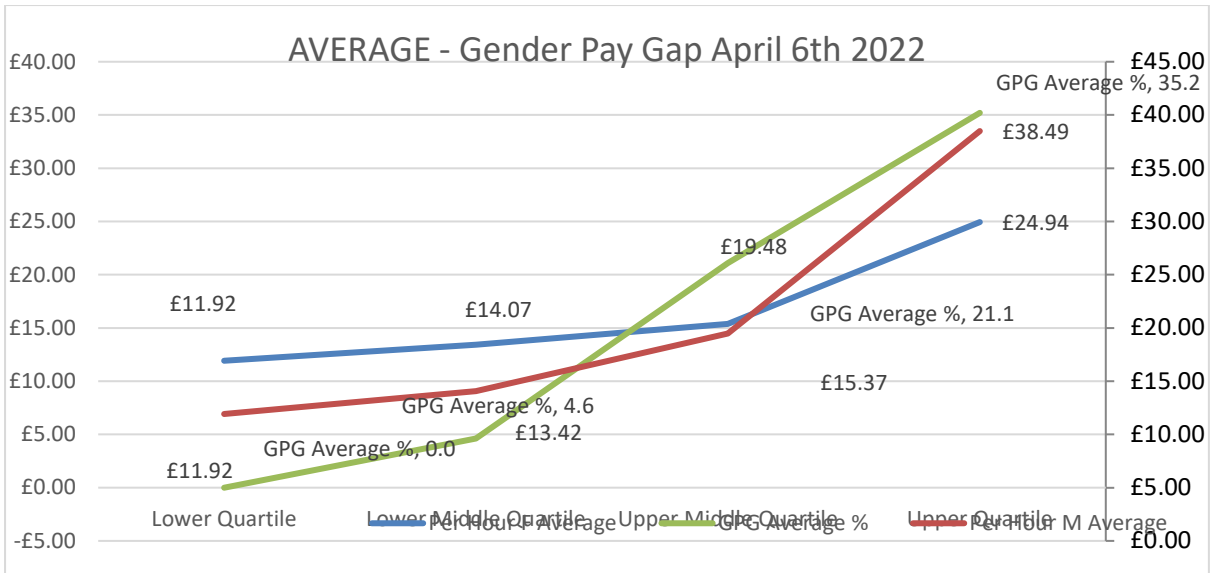


2023 April 6th	Per Hour Female Average	Per Hour Male Average	Gender Pay Gap Average %
Lower Quartile	£11.92	£11.92	0.00
Lower Middle Quartile	£13.42	£14.07	4.6
Upper Middle Quartile	£15.37	£15.37	19.48
Upper Quartile	£24.94	£38.49	35.2

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

Male Female Gender Pay Gap Quartiles:

	2023		2022	
	Male	Female	Male	Female
Upper	23.38	76.61	30.2	69.8
Upper Middle	23.11	76.88	19.0	81.0
Lower Middle	23.11	76.88	19.0	79.6
Lower	23.23	77.67	29.8	70.2



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 slight increase in the percentage of female employees within the highest quartile and a slight decrease in the percentage of male employees within the highest quartile; however, male employees continue to remain at similar levels throughout the other 3 quartiles. Within our top 25 hourly paid employees, we see that 44% were female versus 56% male. This demonstrates almost equal gender pay within the top 25 hourly paid employees, which is a significant improvement compared with 2022, in which female employees represented only 36% of our highest paid 25 employees versus 64% male.

We remain committed to ensuring that our leadership is more fairly represented and we have taken steps throughout 2023 to manage that imbalance.

**TOP 25 PAID EMPLOYEES ACROSS both M/F**

25th	Male	37.91	20th	Female	39.74
24th	Male	38.15	19th	Female	43.43
23rd	Female	38.34	18th	Female	43.96
22nd	Male	38.68	17th	Female	43.96
21st	Female	38.94	16th	Male	44.23
15th	Female	45.98	10th	Female	51.22
14th	Male	48.42	9th	Male	52.20
13th	Male	49.45	8th	Female	54.78
12th	Female	49.66	7th	Male	54.94
11th	Male	50.87	6th	Male	56.98
			5th	Male	74.29
			4th	Male	74.31
			3rd	Female	76.69
			2nd	Male	77.11
			1st	Male	86.31

**Top 25 Employees by pay**

Female	11	44%
Male	14	56%
<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 461 part time posts from a total of 797 paid roles. This represents nearly 58.59% of all our paid employees are within roles which are less than 35 hours per week.

Our total employees who work less than 22.5 hours per week is 368 which represents over 46.17% 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 attract more qualified female candidates versus male.

We currently have 357 female employees in part time employment (less than 35 hours per week) which equates to 44.79% of our entire employee population.

As an institution we remain firmly committed to gender pay equality and a wider representation of female colleagues within senior roles.

### **Statement of Accuracy**

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

A handwritten signature in black ink, reading "J Dauncey", enclosed in a thin black rectangular border.

**Julie Dauncey**

**Head of Human Resources**

**18 December 2023**