

## Gender Pay Gap

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The data is collected on the same date each year, 5<sup>th</sup> April.

### Gender pay reporting is different to equal pay

Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. At Canterbury Cathedral, employees are remunerated according to set pay scales which are not related to gender.

The gender pay gap shows the **difference in the average pay between all men and women in a workforce**. If a workforce has a particularly high gender pay gap, this can sometimes indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. It might also simply reflect the nature of the industry or the type of workforce common to that workplace.

### The Figures

Total number of staff employed by Canterbury Cathedral at the data collection date of 5<sup>th</sup> April 2018 was 288.

	Men	Women	Gender Pay Gap
<b>Workforce numbers</b>	172 (59.72%)	116 (40.28%)	
<b>Mean average hourly rate</b>	£12.69	£11.12	<b>12.4%</b>
<b>Median average hourly rate</b>	£11.53	£9.06	<b>18%</b>
<b>Bonus' paid</b>	0	0	0

Proportion of males and females in each quartile.

	Male	Female
<b>Lower</b>	<b>43%</b>	<b>57%</b>
<b>Lower Middle</b>	<b>56%</b>	<b>44%</b>
<b>Upper Middle</b>	<b>62%</b>	<b>38%</b>
<b>Upper</b>	<b>78%</b>	<b>22%</b>

(Note: quartiles have been calculated by sorting the workforce by hourly rate and then dividing it into four equal sized groups to show the proportion of men and women in each band)

## The data interpreted

The data was collected from April 2018 and includes all workers processed through payroll that month.

We find the data has been skewed by the Lay Clerks and Deputy Lay Clerks, roles which are paid in the upper quartile but are exclusively filled by male employees due to the vocal ranges required for the post. It is sensible for us to exclude these roles and instead focus on the mean gender pay gap for all other posts across Canterbury Cathedral. **This was 4.55% in 2018, reduced from 5.27% in 2017**, reassuring us that progress is being made.

## Employment policies and procedures

Canterbury Cathedral has a mean pay gap across all positions of 12.4%. It is 5.5% lower than the national average of 17.9% as stated on the UK Government website. Nevertheless, it is our aim to commit to conducting regular reviews of policies and procedures to promote equality and inclusivity for all.

We recognise that flexible working opportunities is a key way to attract both working parents and carers and we aim to accommodate our staff needs on this basis wherever possible.

Canterbury Cathedral is committed to using the Gender Pay Gap data to provide us with a benchmark for seeking to reward our staff in an appropriate and consistent way.

We will next report our Gender Pay Gap at the end of 2019.

A handwritten signature in black ink, appearing to read 'M Atherton', written in a cursive style.

Commodore Martin Atherton OBE MA FCMI FCILT  
Receiver General