

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, 5th 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 5th April 2019 was 306.

	Men	Women	Gender Pay Gap
Workforce numbers	176 (57.52%)	130 (42.48%)	
Mean average hourly rate	£12.97	£11.04	14.88%
Median average hourly rate	£11.20	£8.92	20.36%
Bonus' paid	0	0	0

Proportion of males and females in each quartile.

	Male	Female
Lower	39%	61%
Lower Middle	54%	46%
Upper Middle	65%	35%
Upper	72%	28%

(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 2019 and includes all workers processed through payroll that month. It is noted that at this time we had a larger number of male singers than is usual to meet the Easter Service needs. These posts are paid at a higher rate than our mean hourly rate of £11.70.

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 9.95% in 2019, which has increased from 4.55% in 2018.**

The main reasons for this increase are:

- A significant change of women joining our workforce in the lower-middle hourly-rate quartile
- A significant change of men entering our upper-middle hourly rate quartile
- A small number of changes to Senior roles, with more men joining in these positions than women.

It is worth noting that our casual workforce is increased over each Easter period to meet the visitor and Hotel needs. This workforce is predominantly female and paid at the lower end of the range below than the mean hourly rate of £11.70. Of 79 casual staff (discounting Deputy Lay Clerks) at this time, 49 were female.

Employment policies and procedures

Canterbury Cathedral has a mean pay gap across all positions of 14.9%. It is 2.4% lower than the national average of 17.3% as stated on the Office of National Statistics 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 2020.



Air Marshal Chris Nickols
Receiver General