



## GENDER PAY GAP REPORT

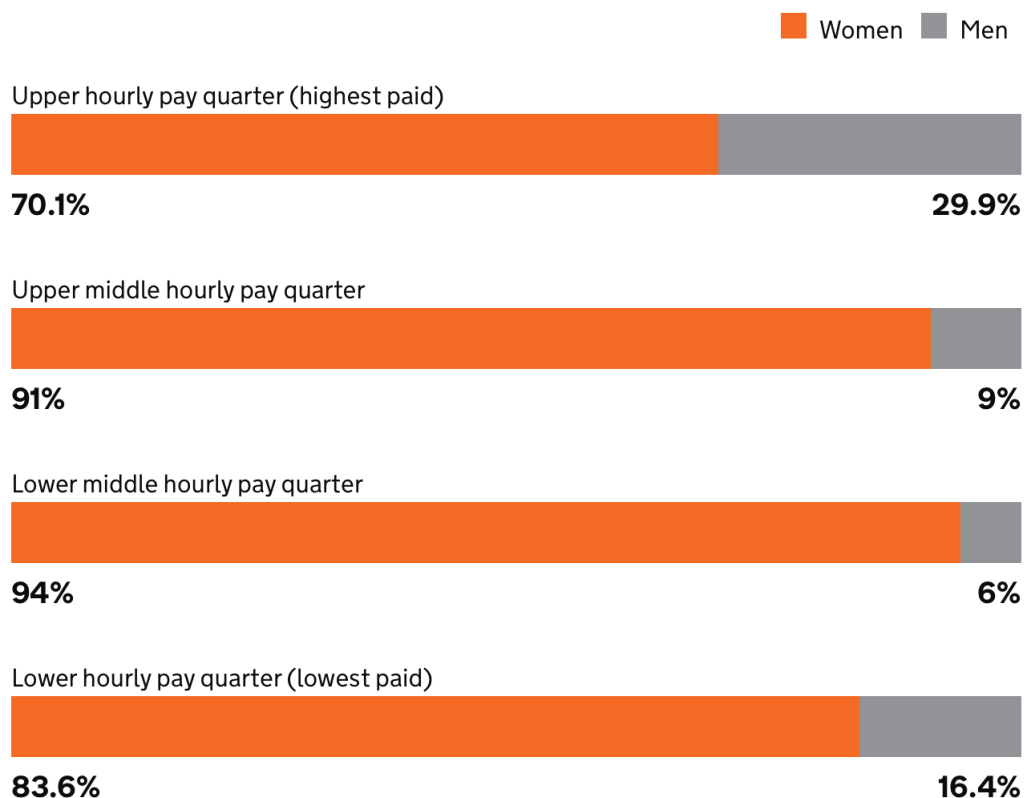
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Organisations with 250 staff or more are required to publish data about their gender pay gap, updating it annually. The Diocese welcomes gender pay gap reporting as an opportunity to learn, develop and improve, you can read the full report on the Gov.uk website [here](#).

Our recruitment and pay policy is based on fairness for all, rewarding talent irrespective of gender. We are actively committed to building an organisation that people want to work for, fostering a workplace environment where every person feels valued and is supported to go as far as their talent, ambition and hard work allow.

This report discusses the pay gap between men and women at the snapshot date of 5 April 2022. According to the data, women earn 82p for every £1 that men earn when comparing median hourly pay with their median hourly pay is 17.5% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 14.9% lower than men's.

Women occupy 70.1% of the highest paid jobs and 83.6% of the lowest paid jobs:



No employees received a bonus.

Nationally, the 2022 mean GPG (the difference between men's and women's average hourly pay) was 5.45% with the median 9.71%. In monetary terms, the mean hourly difference in ordinary pay was £1.44 compared to £1.48 in 2021, with the median hourly difference £2.41 compared to £2.68 in 2021.

**The Diocese is committed to closing the gap.** We continue to review existing employment policies such as maternity benefits which are provided at an enhanced level, while also developing new ones; a flexible working policy is now in place with staff supported in working some of their hours from home, where appropriate.

I confirm the data published is accurate.

Sarah Kilmartin

**Chief Operating Officer**