

## **Diocese of Arundel & Brighton Gender Pay Gap Report**

Organisations with 250 staff or more are required to publish data about their gender pay gap and update it annually. We welcome gender pay gap reporting as an opportunity to learn and improve.

**In 2019, we reported a mean gender pay gap of 3.2 per cent and a median of 0 per cent.** These are much lower than the UK national average and represent an improvement on the pay gap reported in 2018. Although this is lower than many organisations, there can be no room for complacency. We are proud of the progress we have already made to close this gap.

### **Committed to closing the gap**

We are committed to doing more and continue to review our employment policies such as those regarding maternity benefits and flexible working.

We are committed to building a Diocese which people want to work for and we encourage an environment where every person feels valued and supported to go as far as their talent, ambition and hard work allow. Our recruitment and pay policy is based on fairness for all and rewarding the best talent irrespective of gender.

### **Results**

**Mean Gender Pay Gap 3.2% (2018 6.0%)**

**Median Gender Pay Gap 0% (2018 3.4%)**

**No employees received a bonus**

### **Quartiles**

#### **Proportion of Different Genders in Lower Quartile**

**Male 18.7%**  
**Female 81.3%**

#### **Proportion of Different Genders in Lower Middle Quartile**

**Male 21.3%**  
**Female 78.7%**

#### **Proportion of Different Genders in Upper Middle Quartile**

**Male 10.7%**  
**Female 89.3%**

#### **Proportion of Different Genders in Upper Quartile**

**Male 30.7%**  
**Female 69.3%**

**The results above are based on 300 employees – 61 Male (20.3%) and 239 Female (79.7%).**

I confirm the data published is accurate

Sarah Kilmartin  
**Chief Operating Officer**