

## **Diocese of Arundel & Brighton Gender Pay Gap Report 2018**

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 2018, we reported a mean gender pay gap of 6.0 per cent and a median of 3.4 per cent.** These are much lower than the anticipated UK national average of 17.4 per cent and 18.9 per cent respectively. 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 will be implementing a series of actions, including such things as announcing improvements to our maternity benefits and looking at how we improve training and development across the Diocese.

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 6.0%**

**Median Gender Pay Gap 3.4%**

**Mean Bonus Gender Pay Gap 15.9%**

**Median Bonus Gender Pay Gap -2.5%**

**Percentage of employees who received a bonus Male: 4.2% Female:1.2%**

### **Quartiles**

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

**Male 18.9%**

**Female 81.1%**

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

**Male 25.3%**

**Female 74.7%**

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

**Male 24.7%**

**Female 75.3%**

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

**Male 29.2%**

**Female 70.8%**

**The results above are based on 616 employees – 151 Male (24.5%) and 465 Female (75.5%).**

I confirm the data published is accurate

Sarah Kilmartin

**Chief Operating Officer**