

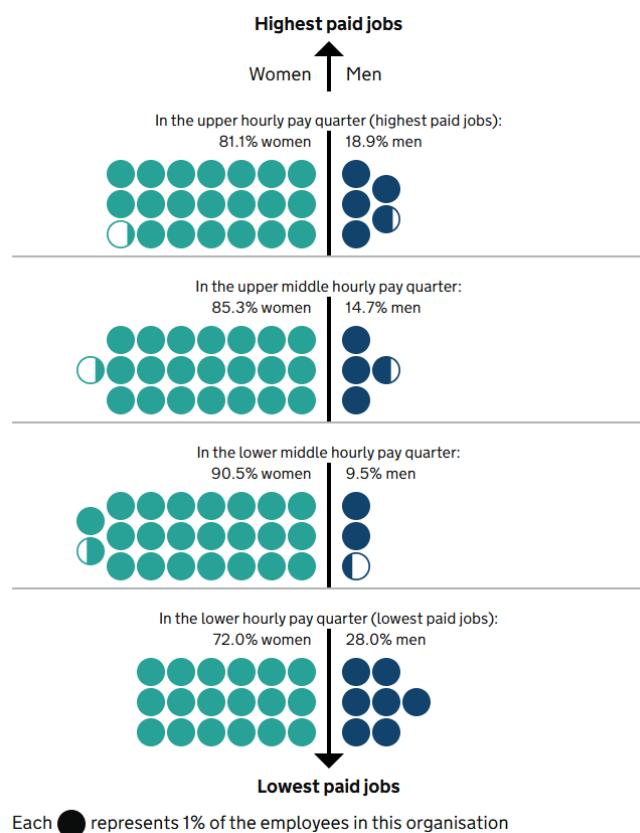
THE CATHOLIC DIOCESE OF  
**ARUNDEL & BRIGHTON**  
THE ST PHILIP HOWARD CENTRE, 4 SOUTHGATE DRIVE  
CRAWLEY, WEST SUSSEX, RH10 6RP

## GENDER PAY GAP REPORT APRIL 2025

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 2025. Women make up most of the workforce in the Diocese: on the snapshot date we employed 298 colleagues, of which 245 were women.



According to the data, women earned 97p for every £1 that men earn when comparing mean hourly pay, their mean hourly pay is 3% lower than men's. Women's median pay was 6% higher than men's.

CHIEF OPERATING OFFICER