

**JIB CIO  
GENDER PAY REPORTING**

	@ 05 APRIL 2025			Jesuits in Britain CIO		
	Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
	Hourly pay Male(A)	Female(B)	Gender Pay (%)	Male	Bonus Female	
<b>Mean</b>	£ 23.75	£ 22.21	<b>6.46</b>	n/a	n/a	
<b>Median</b>	£ 20.48	£ 19.04	<b>7.02</b>	n/a	n/a	
<b>No of employees</b>	82 0.26	230 0.74	312 *			
<b>Pay quartiles</b>						
<b>No. of men and women in each quartile</b>						
	<b>%</b>	<b>%</b>				
<b>Lower quartile</b>	24.4%	75.6%				
<b>Lower middle quartile</b>	23.1%	76.9%				
<b>Upper middle quartile</b>	23.1%	76.9%				
<b>Top quartile</b>	34.6%	65.4%				

	@ 05 APRIL 2024			Trustees for Roman Catholic Purposes		
	Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
	Hourly pay Male(A)	Female(B)	Gender Pay (%)	Male	Bonus Female	
<b>Mean</b>	£ 22.87	£ 21.01	<b>8.1</b>	n/a	n/a	
<b>Median</b>	£ 19.16	£ 18.05	<b>5.8</b>	n/a	n/a	
<b>No of employees</b>	104 0.28	266 0.72	370			
<b>Pay quartiles</b>						
<b>No. of men and women in each quartile</b>						
	<b>%</b>	<b>%</b>				
<b>Lower quartile</b>	28.3%	71.7%				
<b>Lower middle quartile</b>	23.7%	76.3%				
<b>Upper middle quartile</b>	25.0%	75.0%				
<b>Top quartile</b>	35.5%	64.5%				

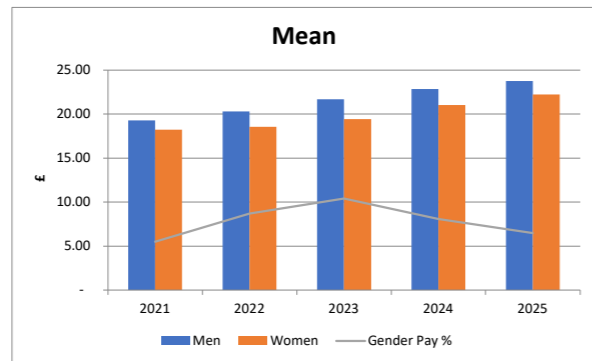
	@ 05 APRIL 2023			Trustees for Roman Catholic Purposes		
	Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
	Hourly pay Male(A)	Female(B)	Gender Pay (%)	Male	Bonus Female	
<b>Mean</b>	£ 21.69	£ 19.43	<b>10.4</b>	n/a	n/a	
<b>Median</b>	£ 18.00	£ 16.98	<b>5.7</b>	n/a	n/a	
<b>No of employees</b>	105 0.29	251 0.71	356			
<b>Pay quartiles</b>						
<b>No. of men and women in each quartile</b>						
	<b>%</b>	<b>%</b>				
<b>Lower quartile</b>	25.8%	74.2%				
<b>Lower middle quartile</b>	30.3%	69.7%				
<b>Upper middle quartile</b>	23.6%	76.4%				
<b>Top quartile</b>	38.2%	61.8%				

	@ 05 APRIL 2022			Trustees for Roman Catholic Purposes		
	Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
	Hourly pay Male(A)	Female(B)	Gender Pay (%)	Male	Bonus Female	
<b>Mean</b>	£ 20.32	£ 18.56	<b>8.7</b>	n/a	n/a	
<b>Median</b>	£ 17.26	£ 16.37	<b>5.2</b>	n/a	n/a	
<b>No of employees</b>	102 0.29	246 0.71	348			
<b>Pay quartiles</b>						
<b>No. of men and women in each quartile</b>						
	<b>%</b>	<b>%</b>				
<b>Lower quartile</b>	21.8%	78.2%				
<b>Lower middle quartile</b>	32.2%	67.8%				
<b>Upper middle quartile</b>	24.1%	75.9%				
<b>Top quartile</b>	39.1%	60.9%				

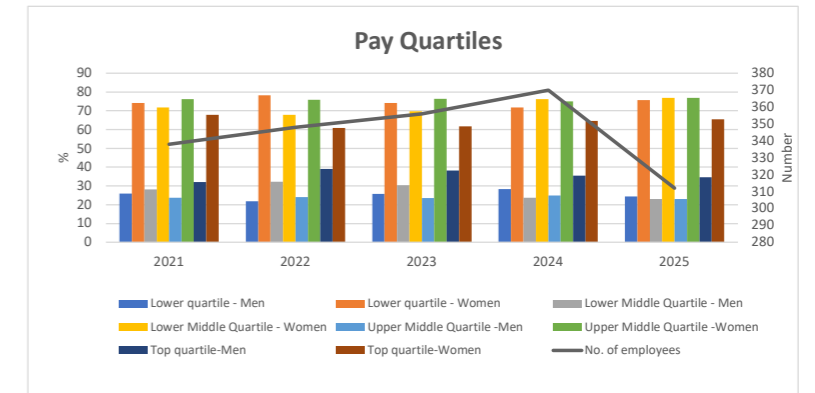
	@ 05 APRIL 2021			Trustees for Roman Catholic Purposes		
	Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
	Hourly pay Male(A)	Female(B)	Gender Pay (%)	Male	Bonus Female	
<b>Mean</b>	£ 19.29	£ 18.23	<b>5.5</b>	n/a	n/a	
<b>Median</b>	£ 16.56	£ 16.03	<b>3.2</b>	n/a	n/a	
<b>No of employees</b>	93 0.28	245 0.72	338			
<b>Pay quartiles</b>						
<b>No. of men and women in each quartile</b>						
	<b>%</b>	<b>%</b>				
<b>Lower quartile</b>	25.9%	74.1%				
<b>Lower middle quartile</b>	28.2%	71.8%				
<b>Upper middle quartile</b>	23.8%	76.2%				
<b>Top quartile</b>	32.1%	67.9%				

\* Note that figures for 2025 are for Jesuits in Britain CIO, the new legal entity to which staff transferred under TUPE on 1 April 2025. At that time, St John's Beaumont School was held for sale by the previous legal entity (Trustees for Roman Catholic Purposes). As such, St John's Beaumont School staff are not included in the figures above, which marks a difference from the previous year.

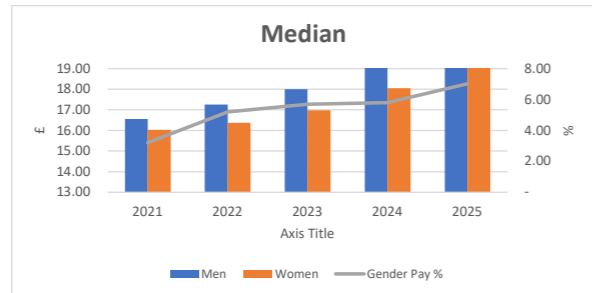
	Men	Women	Gender Pay %
2021	19.29	18.23	5.50
2022	20.32	18.56	8.70
2023	21.69	19.43	10.40
2024	22.87	21.01	8.10
2025	23.75	22.21	6.46



	Lower quartile - Men	Lower quartile - Women	Lower Middle Quartile - Men	Lower Middle Quartile - Women	Upper Middle Quartile - Men	Upper Middle Quartile - Women	Top quartile - Men	Top quartile - Women	No. of employees
2021	25.9	74.1	28.2	71.8	23.8	76.2	32.1	67.9	338
2022	21.8	78.2	32.2	67.8	24.1	75.9	39.1	60.9	348
2023	25.8	74.2	30.3	69.7	23.6	76.4	38.2	61.8	356
2024	28.3	71.7	23.7	76.3	25.0	75.0	35.5	64.5	370
2025	24.4	75.6	23.1	76.9	23.1	76.9	34.6	65.4	312



	Men	Women	Gender Pay %
2021	16.56	16.03	3.20
2022	17.26	16.37	5.20
2023	18.00	16.98	5.70
2024	19.16	18.05	5.80
2025	20.48	19.04	7.02



	Men	Women	Total
2021	93	245	338
2022	102	246	348
2023	105	251	356
2024	104	266	370
2025	82	230	312

