

**Jesuits in Britain CIO
GENDER PAY REPORTING**

@ 05 APRIL 2026				Jesuits in Britain CIO	
Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
Hourly pay		Gender	Bonus		
Male(A)	Female(B)	Pay (%)	Male	Female	
Mean	£ 23.56	£ 21.94	6.9	n/a	n/a
Median	£ 20.02	£ 18.62	7.0	n/a	n/a
No of employees	79	226	305		
	0.26	0.74			
Pay quartiles					
No. of men and women in each quartile					
	%	%			
Lower quartile	25.0%	75.0%			
Lower middle quartile	23.7%	76.3%			
Upper middle quartile	21.1%	78.9%			
Top quartile	33.8%	66.2%			

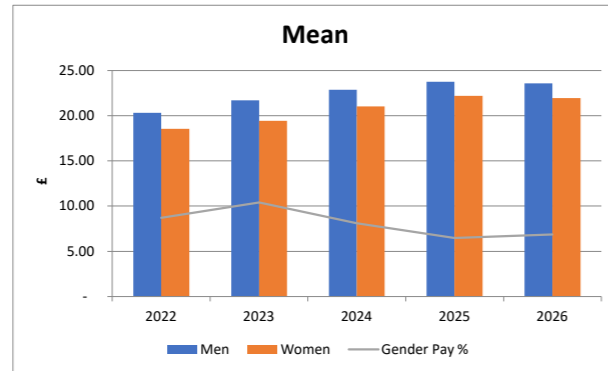
@ 05 APRIL 2025				Jesuits in Britain CIO	
Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
Hourly pay		Gender	Bonus		
Male(A)	Female(B)	Pay (%)	Male	Female	
Mean	£ 23.75	£ 22.21	6.5	n/a	n/a
Median	£ 20.48	£ 19.04	7.0	n/a	n/a
No of employees	82	230	312 *		
	0.26	0.74			
	%	%			
Lower quartile	24.4%	75.6%			
Lower middle quartile	23.1%	76.9%			
Upper middle quartile	23.1%	76.9%			
Top quartile	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		Gender	Bonus		
Male(A)	Female(B)	Pay (%)	Male	Female	
Mean	£ 22.87	£ 21.01	8.1	n/a	n/a
Median	£ 19.16	£ 18.05	5.8	n/a	n/a
No of employees	104	266	370		
	0.28	0.72			
	%	%			
Lower quartile	28.3%	71.7%			
Lower middle quartile	23.7%	76.3%			
Upper middle quartile	25.0%	75.0%			
Top quartile	35.5%	64.5%			

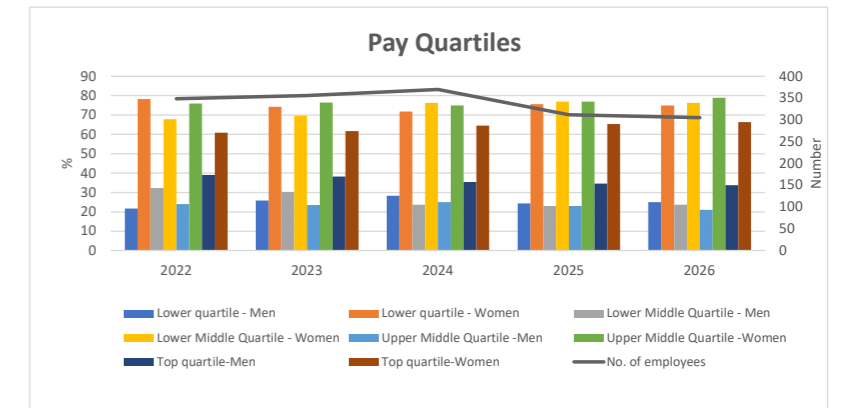
@ 05 APRIL 2023				Trustees for Roman Catholic Purposes	
Full pay relevant Employees (ordinary pay)			Relevant employees (contract work/ (apprenticeship)		
Hourly pay		Gender	Bonus		
Male(A)	Female(B)	Pay (%)	Male	Female	
Mean	£ 21.69	£ 19.43	10.4	n/a	n/a
Median	£ 18.00	£ 16.98	5.7	n/a	n/a
No of employees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

* 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.

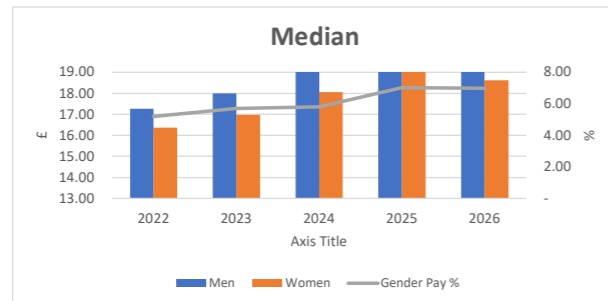
Mean - 5 year history				(m-w)/m
	Men	Women	Gender Pay %	
2022	20.32	18.56	8.70	
2023	21.69	19.43	10.40	
2024	22.87	21.01	8.10	
2025	23.75	22.21	6.46	
2026	23.56	21.94	6.86	



Pay Quartiles - 5 year history									
	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
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
2026	25.0	75.0	23.7	76.3	21.1	78.9	33.8	66.2	305



Median - 5 year history				(m-w)/m
	Men	Women	Gender Pay %	
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	
2026	20.02	18.62	6.99	



No. of employees - 5 year history			
	Men	Women	Total
2022	102	246	348
2023	105	251	356
2024	104	266	370
2025	82	230	312
2026	79	226	305

