



Gender Pay Gap Data Report 2025

Introduction

The Diocese of Westminster (Westminster Roman Catholic Diocesan Trust (the Charity) is committed to promoting equality and fairness in the workplace. As part of this commitment, we report annually on our Gender Pay Gap (GPG) to ensure transparency and accountability. This report outlines and explains the development of the GPG for 2025.

The Charity fulfils its purpose by offering religious and pastoral services, educational programmes, and charitable support and assistance to all who live within its borders: approximately 430,000 self-identifying Catholics and roughly 4.2 million other residents. The main vehicles for these ministries are the parishes and chaplaincies, schools, and outreach agencies coordinated by Caritas Westminster.

The Diocese of Westminster comprises 212 parishes and 206 schools located in the boroughs of London north of the Thames and west of the Lea River, the Borough of Spelthorne in Surrey, and the County of Hertfordshire.

The Diocese of Westminster welcomes people of all backgrounds to work with us in providing religious, pastoral, social outreach and educational programmes. In support of our clergy and volunteers, paid staff are employed at:

- Parishes;
- Caritas Bakhita House, our refuge for trafficked women;
- Caritas Deaf Service;
- Caritas St Joseph's, providing education and therapy for adults with intellectual disabilities;
- Caritas outreach teams in parishes, and a Social Enterprise hub;
- Youth Ministry team and Youth Retreat Centre at SPEC;
- Property Services, Health & Safety, and Parish Support;
- Agency for Evangelisation, Chancery, Communications, Data Protection, Education, Finance, Fundraising, Human Resources, Information and Communications Technology, Tribunal, Maintenance, Safeguarding, and Security at Vaughan House;
- Diocesan Archives;
- Allen Hall Seminary; and
- University Chaplaincy

Throughout 2025 we continued to promote throughout the employee lifecycle our reward and benefits program.

The Diocese of Westminster recognises that fair wages are essential to the common good of our society. As part of its mission to support the poor and vulnerable, the diocese is an accredited Living Wage employer. As such, we are committed to paying all of our employees at least the Living Wage.

As a responsible Living Wage Employer, we also undertook multiple 'Cost of Living' annual salary reviews (January 1st through to December 31st) and completed individual role analyses as required throughout the year, particularly for those employees with roles which required urgent market analysis and benchmarking. All benchmarking exercises were undertaken

using live payroll data from across hundreds of employees within the same role, same layer of responsibility and budget accountability.

We employ many long-serving staff; some remain working with us beyond state retirement age. We also attract many female employees. Indeed, 76% of our serving employees are women. This represents a slight increase in 2025 versus 2024. Therefore, females remain a significant majority of our workforce.

Our employee voluntary turnover is slightly under 13.7% for 2025. This represents a 2.3% decrease compared with 2024 and is considerably lower than both the national average and the London average.

Gender Pay Gap Data

The data below refers to pay for staff employed by the diocese.

Please note that clergy of the diocese are self-employed office holders and are therefore not included in this data.

Mean Gender Pay Gap in Hourly Pay

The mean GPG for 2025 is 23.99%, indicating a significant disparity in average earnings between male and female employees.

2025	2024	2023	2022	2021	2020	2019	2018
23.9%	26.2%	22.1%	26.4%	14.6%	32.5%	17.2%	28.1%

Median Gender Pay Gap in Hourly Pay

The median GPG for 2025 is 15.38%, showing a notable difference in median earnings between male and female employees.

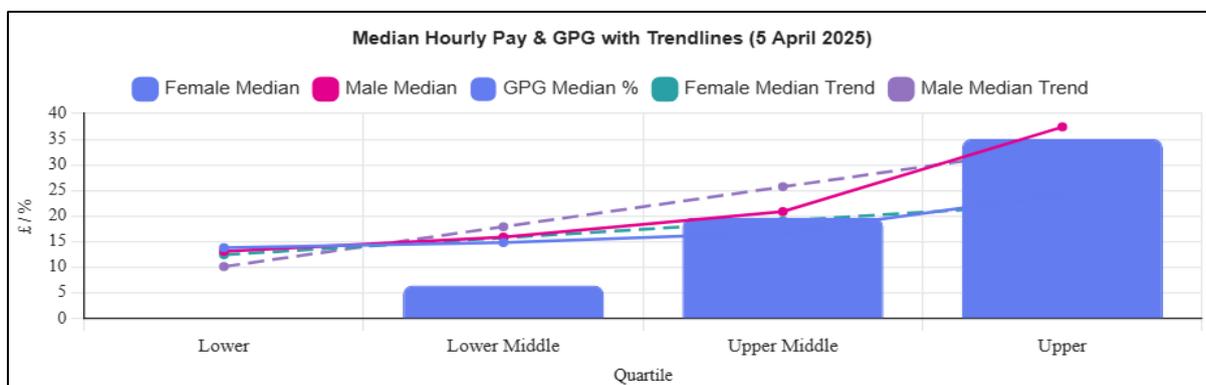
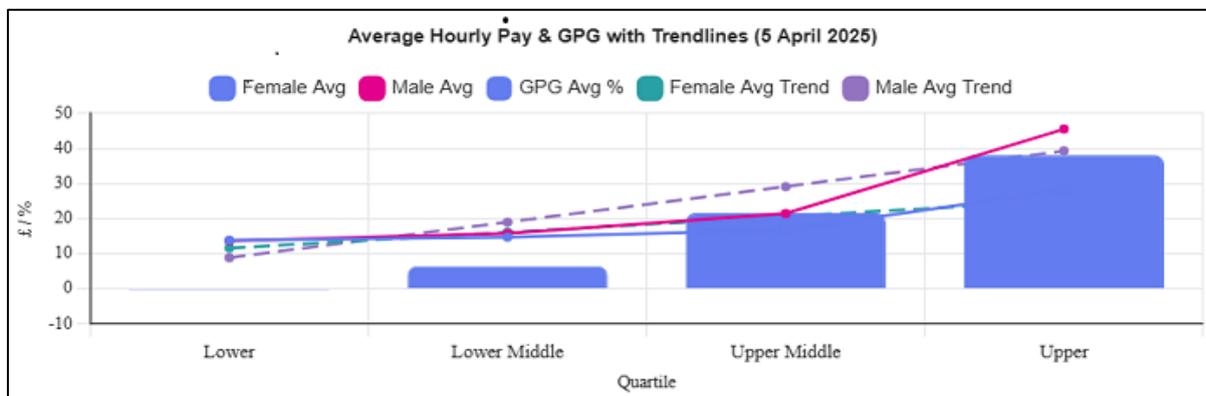
2025	2024	2023	2022	2021	2020	2019	2018
15.3%	15.3%	11.2%	3.1%	0.46%	2.8%	10%	12.1%

Quartile Breakdown

The workforce is divided into four quartiles based on hourly pay, with the data below providing insights into where disparities exist.

5 th April 2025	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£13.85	13.67	-0.4
Lower Middle Quartile	£14.76	£15.79	6.5
Upper Middle Quartile	£16.84	£21.49	21.7
Upper Quartile	£28.14	£45.52	38.2

5 th April 2025	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£13.85	£13.15	0.0
Lower Middle Quartile	£14.86	£15.89	6.5
Upper Middle Quartile	£16.79	£20.90	19.7
Upper Quartile	£24.25	£37.38	35.1



Analysis and Interpretation

Women represent approximately three-quarters of the workforce, and are more likely to work in part-time or in lower- to middle-paid roles, such as parish administration, support and outreach. This structural distribution continues to influence the mean and median gender pay gaps, despite our adherence to the Living Wage and regular cost-of-living pay reviews.

For 2025, women’s average hourly pay is around 24% lower than men’s (mean) and 15% lower at the midpoint (median) with very little gap at the lower end of the pay structure and the largest differences concentrated in the upper middle and upper quartiles

For 2025, our overall mean gender pay gap is 23.9% and the median is 15.3%, with the largest differences appearing in the upper-middle and upper pay quartiles.

Overall pay gap – 2025

Measure	If a Women is paid (per hour)	A Man will be paid (per hour)	Gap (%)
Mean hourly pay	£1.00	£1.24	23.99
Median hourly pay	£1.00	£1.15	15.38

However, it is noted that the concentration of specialist roles within the highest hourly pay bands continues to be a significant influence on the reported GPG. Of the top 35 hourly rates in 2025, 14 relate to musicians—10 male and four females. Five of the top 10 hourly rates are musician roles, and 3 exceed the highest senior leadership rate. Although these roles represent only around 3% of the workforce, they disproportionately raise the overall GPG.

The impact of excluding music roles is illustrated in the comparative analysis below

Comparative analysis: Impact of Musicians

For 2025, women's average hourly pay is around 24% lower than men's (mean) and 15% lower at the midpoint (median) when music roles are **included**. When music roles are **excluded**, these gaps reduce to 18% (mean) and 6% (median) respectively.

Quartile Breakdown - with music roles (original)						
Quartile	Female Avg. £	Male Avg. £	Gap (mean%)	Female median £	Male median £	Gap (median %)
Lower	13.85	13.67	-0.40%	13.85	13.15	0.00%
Lower Middle	14.76	15.79	6.50%	14.86	15.89	6.5%
Upper Middle	16.84	21.49	21.70%	16.79	20.9	19.7%
Upper	28.14	45.52	38.20%	24.25	37.38	35.1%

Quartile Breakdown - without music roles						
Quartile	Female Avg. £	Male Avg. £	Gap (mean%)	Female median £	Male median £	Gap (median %)
Lower	13.72	13.62	-0.80%	13.85	18.38	0.0%
Lower Middle	14.79	14.75	-0.30%	14.91	15	0.6%
Upper Middle	17.11	17.06	-0.30%	16.9	16.84	-0.4%
Upper	27.68	33.58	17.60%	24.59	26.54	7.3%

OVERALL PAY GAP - COMPARISON

With music roles (original)			
Measure	If a Woman is paid (per hour)	a Man will be paid (per hour)	Gap
Mean hourly	£1.00	£1.24	23.9%
Median hourly	£1.00	£1.15	15.3%

With music roles (without musicians)			
Measure	If a Woman is paid (per hour)	a Man will be paid (per hour)	Gap
Mean hourly	£1.00	£1.22	17.9%
Median hourly	£1.00	£1.06	6.0%

	Pre-omission	Post-omission	
Mean hourly pay	23.99	17.9	-6.09 percentage points

Median hourly pay	15.38	6.02	-9.36	percentage points
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KEY INSIGHTS

Lower Three Quartiles

- When music roles are excluded, the gender pay gap is effectively erased across the lower, lower-middle, and upper-middle quartiles, while on the top quartile the difference is greatly reduced
- Mean gaps range from -0.8% to -0.3% (slightly favouring women)
- Median gaps range from -0.4% to 0.6% (essentially equal pay)
- This demonstrates that for the majority of the workforce, pay parity exists

Upper Quartile

- With music roles: Mean gap of 38.2%, median gap of 35.1%
- Without music roles: Mean gap of 17.6%, median gap of 7.3%
- Even after removing music roles, a material gap remains in the upper quartile
- This is where the focus for improvement should be: senior/strategic roles and female representation in leadership positions

Impact of Music roles

- 33 employees removed (5% of workforce): 23 male, 10 female
- These roles have exceptionally high hourly rates for very limited weekly hours
- Predominantly male musicians in upper-middle and upper quartiles distort the overall figures
- Removing them drops the overall mean gap by 6.1 percentage points and median by 9.4 percentage points

In conclusion, the presence of highly-paid, predominantly male musicians significantly inflates the Diocese's reported gender pay gap. The underlying pay structure for mainstream roles is substantially more equitable than the headline figures suggest, with the real challenge concentrated in increasing female representation in senior/upper-quartile positions rather than addressing systemic pay inequality across the organisation.

Gender Pay Gap Overview

The data shows that the gender pay gap for the Diocese of Westminster continues to be driven primarily by workforce composition and role distribution rather than unequal pay for equivalent work.

In 2025, the gender pay gap remains significant but broadly consistent with 2024. There has been a modest improvement in the mean, while the median remains stable year on year. The gap is concentrated almost entirely in the upper-middle and upper pay quartiles, where the impact of workforce distribution and a small number of highly paid specialist roles is most pronounced.

As indicated above, women make up 76% of the overall workforce and are predominantly represented in part-time roles and the lower-to-middle pay quartiles. Conversely, a very small number of highly paid specialist roles — particularly parish musicians — sit within the upper quartile and exert a disproportionately large influence on the overall gap.

Where women hold senior leadership or other high-responsibility roles, their pay is broadly comparable with that of male colleagues. This demonstrates that the core issue is under-representation in higher-paid and specialist roles, (which is improving) rather than systemic pay inequality. In areas where men and women perform equivalent work — for

example, parish roles in the lower quartiles – no pay disparity exists, although this is not visible from the headline figures.

Progress in Female Leadership Representation

Between 2022 and 2025, the proportion of women in the senior leadership team increased from 10% to 35%, representing a 20 percentage points improvement. This significant rise reflects the Diocese's long-term commitment to investing in talent development to creating clear, accessible career pathways for all.

A key driver of this progress has been the advancement of women who began their careers at the Diocese at entry level and have been supported through a structured, developmental journey. The Diocese has therefore focused on strengthening its approach to career path development by:

- Introducing transparent and structured career pathways, outlining the skills, experience and behaviours required at each level.
- Expanding leadership development opportunities, including mentoring, professional training and job shadowing
- Implementing proactive talent identification and succession planning, ensuring high-potential women are supported early and consistently.
- Fostering a culture of internal mobility, with managers actively championing development and encouraging colleagues to take on new challenges.

Together, these initiatives have ensured that progression is visible, achievable and supported at every stage, contributing to a more balanced and sustainable leadership pipeline.

Next Steps

Looking ahead, the Diocese will continue to focus on increasing opportunities for progression and leadership for women across the organisation. Beginning in 2026, an additional, targeted and formalised layer of support will be introduced for a small cohort of existing senior female leaders. This will consist of more in-depth, tailored group coaching with a focus on peer-to-peer learning and will supplement the core female leadership programme.

The Diocese also remains committed to maintaining fair and transparent pay practices. This commitment is supported by Living Wage accreditation, regular cost-of-living reviews and ongoing benchmarking of key roles. These measures help ensure pay structures remain transparent, competitive and equitable across the workforce.

Conclusion

The Diocese of Westminster maintains an ongoing commitment to reducing the gender pay gap to improve gender balance at all levels. While structural factors mean progress may take time, the organisation is dedicated to fostering an equitable and inclusive workplace.

Statement of Accuracy

I confirm that the information contained in this report is accurate.



Julie Dauncey

Head of Human Resources 31 March 2026