



ST TERESA
of CALCUTTA
Catholic Academy Trust

2022 Gender Pay Report
St Teresa of Calcutta Catholic Academy Trust

1. 2021 to 2022 Gender Pay Report

The gender pay gap report is based on relevant data as of 31st March 2022, the Trust employed 401 staff, of which 65 (16.2%) were male and 336 (83.7%) were female. St Teresa of Calcutta Catholic Academy Trust consists of two high schools and four primary schools. The Trust operates across three local authorities.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, apply to 'specified public authorities', who employ 250 or more employees on the snapshot date each year. For the Public Sector, the snapshot date is 31st March each year. As a multi-academy trust employing more than 250 staff on the snapshot date, the Trust is required by this legislation to report its gender pay gap. Gender Pay reporting requires reporting the mean and median pay gaps between male and female staff, and reporting the distribution of genders throughout the four pay quarters as detailed below.

Like most educational establishments, the Trust is made up of more female staff than male staff. Nationally, 74.3% of teachers at all grades are female, with the Trust being slightly higher at 83.7%. The Trust has more females than males in every pay quartile, including the top one. However, when compared to male staff, 73.6% of female staff are in the top two quartiles, compared to 26.4% of male staff.

2. Results

2.1 Gender Pay Gap

This highlights the difference between the average pay of females and males in the Trust's total workforce.

Mean Hourly Pay (the average of the numbers)	Median Hourly Pay (the numerical value which splits the top 50% from the bottom 50%)
2.38	12.38

2.2 Pay Quartiles

This shows the distribution of male and female full pay relevant employees in each quartile

Gender/Quartile	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	5 (19%)	11 (17%)	4 (40%)	19 (28%)
Female	26 (81%)	63 (83%)	10 (60%)	68 (72%)

2.3 Bonus Pay

In line with the Trust pay policy, no bonuses are paid to either male or female staff. Therefore, we do not report on that measure.

3. Supporting Statement

The Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff. The Trust applies the national pay scales for teaching staff and uses the evaluated pay frameworks from the local authority areas in which we operate for our support staff to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

Directors have analysed the pay data for 2021 to 2022, whilst there are more females than males employed at every level of pay, the gender pay gap is due to the higher proportion of males employed by the Trust who are in the top two pay quartiles and the higher proportion of females in the bottom pay quartile. This is a national issue, due to the nature of certain jobs in schools, such as the assessed rates of pay for roles such as cleaners, mid-day supervisors, general administration staff, and some teaching assistants. These roles are mainly filled by female employees and these roles mostly fall in the Lower Quartile for pay.

Directors consider the main reason for this is that these contracts are often part-time and/or term-time only. As such, they provide work opportunities that are attractive to females who may have caring responsibilities or where they may be the secondary earner in a household.

This is the second gender pay report that the Trust has reported on. This baseline will help to inform the Trust's strategy on the employee life cycle to seek to reduce the gender pay gap.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the St Teresa of Calcutta Catholic Academy Trust.

Chris Foley

Catholic Senior Executive Leader