



## 2023 Gender Pay Report St Teresa of Calcutta Catholic Academy Trust

### 1. 2023 Gender Pay Report

The gender pay gap report is based on relevant data as of **31<sup>st</sup> March 2023**, the Trust employed **416** staff, of which **87 (20.913%)** were male and **329 (79.086%)** 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 31<sup>st</sup> 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, St Teresa of Calcutta Catholic Academy Trust is made up of more female staff than male staff. Nationally, **74%** of teachers at all grades are female (2022/23 academic year source: *DfE Education and Training Statistics for the UK*), with the Trust being slightly higher at **79.086%**. The Trust has more females than males in every pay quartile, including the top one. However, when compared to male staff, **74.038%** of female staff are in the top two quartiles, compared to **25.962%** 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.

<b>Mean Hourly Pay</b> (the average of hourly pay)		<b>Median Hourly Pay</b> (the middle pay point for each gender)	
<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>£27.57</b>	<b>£21.73</b>	<b>£30.68</b>	<b>£14.20</b>
<b>Mean average gender pay gap</b> <b>21.182%</b>		<b>Median gender pay gap</b> <b>53.716%</b>	

#### 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	23 (22.115%)	10 (9.615%)	24 (23.077%)	30 (28.846%)
Female	81 (77.885%)	94 (90.385%)	80 (76.923%)	74 (71.154%)

### 2.3 Bonus Pay

In line with the St Teresa of Calcutta Catholic Academy 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 St Teresa of Calcutta Catholic Academy 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 **2022 to 2023**. There are more females than males employed at every level of pay but there is a gender pay gap in the mean and median hourly pay. This 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 and Lower Middle Quartiles 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.

The data will help to inform the Trust's People and Recruitment and Retention Strategies in respect of any potential gender bias in particular roles.

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