



## 2024 Gender Pay Gap Report - St Teresa of Calcutta Catholic Academy Trust

### Introduction

The gender pay gap report is based on relevant data as of **31st March 2024**, the Trust employed **650** full-pay relevant employees, of which **131** (20.15%) were male and **519** (79.85%) were female. St Teresa of Calcutta Catholic Academy Trust consists of three high schools and seven 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, St Teresa of Calcutta Catholic Academy Trust is made up of more female staff than male staff. Nationally, and remaining unchanged for two years, 74% of teachers at all grades are female (2023/24 academic year source: DfE Education and Training Statistics for the UK), with the Trust being slightly higher at 79.85% and remaining a similar split to last year.

### 2024 Gender Pay Gap Results

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

Mean Hourly Pay (the average of hourly pay)		Median Hourly Pay (the middle pay point for each gender)	
Male	Female	Male	Female
£ 24.87	£ 20.18	£ 24.38	£ 15.44
<b>Mean average gender pay gap 18.86%</b>		<b>Median average gender pay gap 36.67%</b>	

### Pay Quartiles

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

Quartile/Gender	Male	Female
<b>Upper quartile</b>	31.48 % (51)	68.52 % (111)

<b>Upper middle quartile</b>	20.99 % (34)	79.01 % (128)
<b>Lower middle quartile</b>	13.50 % (22)	86.50 % (141)
<b>Lower quartile</b>	14.72 % (24)	85.28 % (139)

## 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.

## 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 the NJC pay scales 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 **2023 to 2024**. 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. The gender pay gap has improved from 21.182% (mean) and 53.716% (median) pay gaps last year (March 2023 data) but work is planned to improve our recruitment practices to ensure that they are more structured and include more skill-based assessments. Work has been completed to align executive and leadership pay structures across the Trust to ensure transparency and pay parity and eliminate the need for pay negotiations, which may have been off putting for women previously. Further work is required, particularly around flexible working options for women in senior roles and thinking creatively around working flexibly within schools to achieve a better work/life balance and support those with caring responsibilities.

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**