



2025 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 2025**, the Trust employed **956** full-pay relevant employees, of which **193** (20.19%) were male and **763** (79.81%) were female. As of 31st March 2025, St Teresa of Calcutta Catholic Academy Trust consisted of four high schools and seventeen primary schools. The Trust operated across four 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, 76% of teachers at all grades are female (2024/25 School Workforce Census), with the Trust being slightly higher at 79.81% and remaining a similar split to last year (79.85%).

2025 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
£ 26.57	£ 21.37	£ 24.86	£ 15.94
Mean average gender pay gap 19.57%		Median average gender pay gap 35.88%	

Pay Quartiles

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

Quartile/Gender	Male	Female
Upper quartile	30.54 % (73)	69.46 % (166)
Upper middle quartile	23.01 % (55)	76.99 % (184)
Lower middle quartile	13.39 % (32)	86.61 % (207)
Lower quartile	13.81 % (33)	86.19 % (206)

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.

There were no bonuses paid to any staff in the 12 months ending on the snapshot date, therefore there are no calculations or data to report.

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 **2024 to 2025**. 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 mean gender pay gap has slightly increased from the mean pay gap reported in 2024 (18.86%) however the median pay gap has improved (from 36.67%).

The Trust is committed to reducing the gender pay gap and 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.

Further steps include:

- Tracking of gender representation in internal promotions
- Monitoring the effectiveness of the Trust Flexible Working Policy, to ensure flexible working arrangements are available at all levels of the organisation
- Expand learning and development opportunities to aid transition to senior 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