

Mother Teresa Catholic Academy Trust - Gender Pay Gap Report March 2025

Introduction

Mother Teresa Catholic Academy Trust (MTCAT) is committed to supporting the reporting of the gender pay gap across our Trust.

The gender pay gap is the difference between the average pay of men and women in an organisation. Any employer with 250 or more employees on a specific date each year must report their gender pay gap data.

The MTCAT gender pay gap report is 30 March 2025, and discloses both the statutory data, as well as contextual information about gender pay across MTCAT.

MTCAT currently comprises 7 primary schools and 1 secondary school.

Statutory Disclosures

Percentage of female and male employees in each hourly pay quarter:

% Total Employees	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Female	93.8%	91.5%	81.4	77.3%
Male	6.2%	8.5%	18.6%	22.7%

Mean and median percentage difference of hourly pay between female and male employees:

	Mean (average) gender pay gap for hourly pay	Median gender pay gap for hourly pay
Pay Gap % male to female	29.6%	56.0%

No bonuses were paid to any employees across the Trust.

Management Response

The Trust currently has a total of 515 employees; 443 female (86.0%) and 72 male (14.0%).

The Trust is aware that the statutory data returns in this report are directly impacted by the high proportion of female staff employed in both the primary sector, and most significantly in the lower paid support staff positions such as Cleaners, Midday Supervisors, Catering and Learning Support Assistants.

	Support	%	Teaching	%	SLT	%
Female	274	91.6%	150	78.9%	19	73.1%
Male	25	8.4%	40	21.1%	7	26.9%

National data shows that a significant majority of the workforce in education are female, both across teaching and support staff. MTCAT is aware that our workforce is consistent with the national picture.

Considering the data at the most senior levels across the Trust the gender pay gap is significantly lower, indicating that the priority going forward is to focus on recruitment of male staff in support roles.

	Mean (average) gender pay gap for SLT hourly pay	Median gender pay gap for SLT hourly pay
Pay Gap % male to female	19.6%	11.3%

MTCAT is committed to inclusivity and diversity across the Trust workforce. In recognition of our responsibilities as an employer, we will continue to strive to:

- Support flexible working practices for all our workforce, regardless of gender or level.
- Encourage equality of opportunity for professional development and career progression.
- Ensure recruitment processes are transparent and designed to encourage applicants regardless of gender.
- Ensure all pay decisions are fair and equitable.

Going forward, we will seek to reduce our gender pay gap by increasing our focus on recruiting more male staff in support staff roles, especially within the primary sector.

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

Signed by Bill James

CEO Mother Teresa Catholic Academy Trust

April 2025