

## Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of people in our organisation. We are required to publish the results on our own website and a government website, and we will do this annually within one calendar year of 31 March.

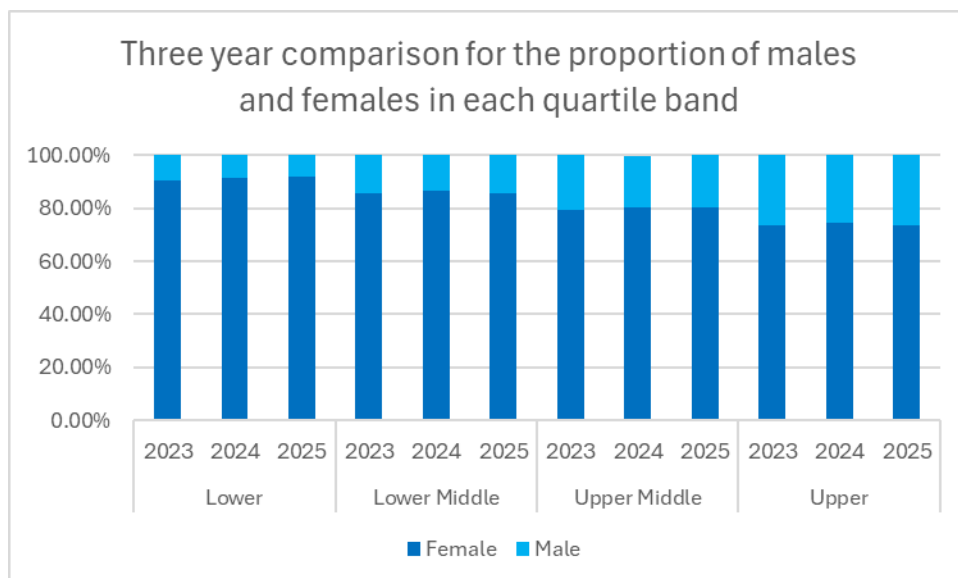
As required, this year, the snapshot of our data is from 31 March 2025. Our data is representative of the following schools.

1. Blessed John Duckett, Tow Law
2. Carmel College, Darlington
3. Holy Family Catholic Primary School
4. Our Lady & St Bede Catholic Academy, Stockton
5. Our Lady and St Thomas, Willington
6. Our Lady of the Most Holy Rosary Catholic Primary School, Billingham
7. St Augustine's Catholic Primary School, Darlington
8. Sacred Heart Catholic Primary School, Hartlepool
9. St Bede's Catholic Primary School, Darlington
10. St Bede's Catholic Primary School, Stockton
11. St Bega's Catholic Primary School, Hartlepool
12. St Chads, Witton Park
13. St Charles, Tudhoe
14. St Cuthbert's Catholic Primary School, Hartlepool
15. St Cuthberts Catholic Primary School, Crook
16. St Cuthbert's Catholic Primary School, Stockton
17. St Gregory's Catholic Primary School, Stockton
18. St John the Evangelist Catholic Primary School, Billingham
19. St John Vianney, Hartlepool
20. St John's School & Sixth Form College, Bishop Auckland
21. St Josephs, Coundon
22. St Joseph's Catholic Primary School, Norton
23. St Joseph's Catholic Primary School, Billingham
24. St Joseph's Catholic Primary School, Newton Aycliffe
25. St Joseph's Catholic Primary School, Hartlepool
26. St Mary's Catholic Primary School, Barnard Castle
27. St Mary's Catholic Primary School, Newton Aycliffe
28. St Michael's Catholic Academy, Billingham
29. St Patrick's Catholic Primary School, Stockton
30. St Paul's Catholic Primary School, Billingham
31. St Teresa's Catholic Primary School, Darlington
32. St Teresa's Catholic Primary School, Hartlepool
33. St Wilfrids, Bishop Auckland
34. St Williams Catholic Primary School, Trimdon
35. The English Martyr's School & Sixth Form College, Hartlepool

<b>The mean gender pay gap</b>	17.77%	
<b>The median gender pay gap</b>	35.33%	
<b>The mean bonus gender pay gap</b>	n/a	
<b>The median bonus gender pay gap</b>	n/a	
<b>The proportion of males and females receiving a bonus payment</b>	n/a	
<b>The proportion of males and females in each quartile band</b>		
	<b>Female</b>	<b>Male</b>
<b>Lower</b>	92.00%	8.00%
<b>Lower Middle</b>	85.50%	14.50%
<b>Upper Middle</b>	80.25%	19.75%
<b>Upper</b>	73.43%	26.57%

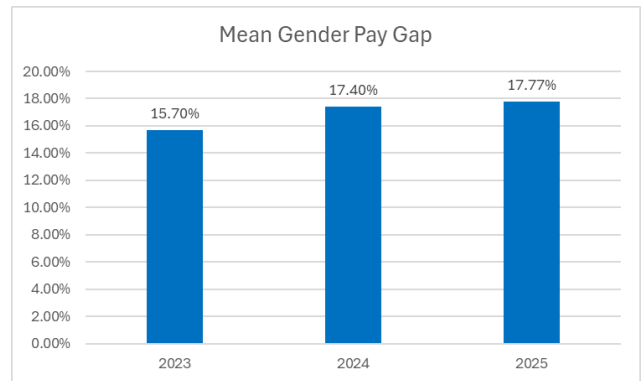
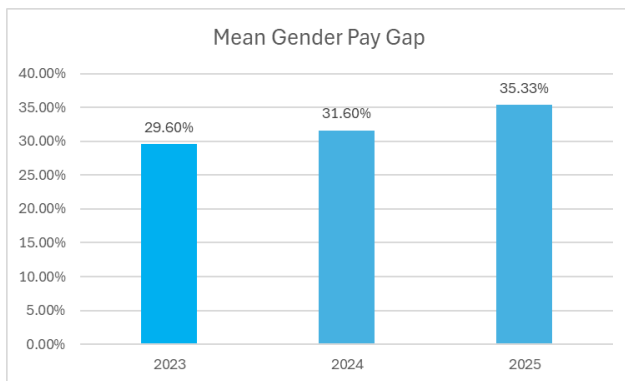
The gender pay gap is the difference in the average hourly wage of all people across a workforce. If women do more of the less well-paid jobs within an organisation than men, then there is a gender pay gap.

The following additional data is provided for information and comparison purposes: -



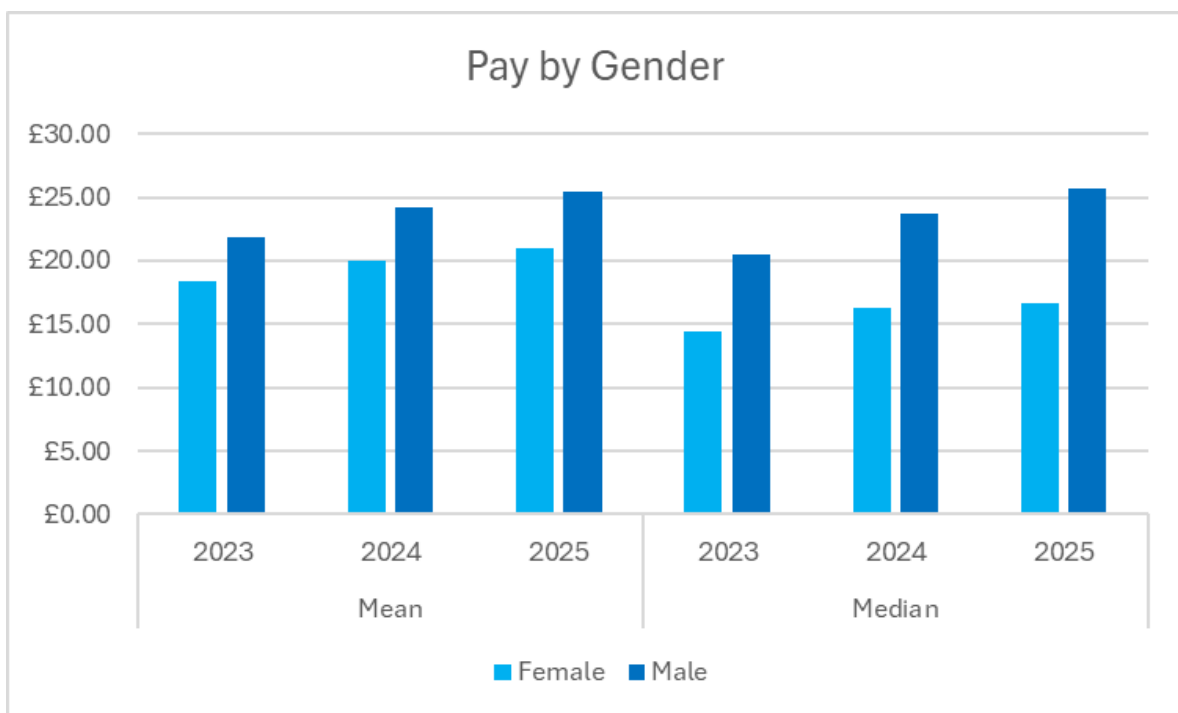
Our data shows that within Bishop Hogarth Catholic Education Trust in all quartiles there is a higher proportion of women and that the proportion of female to male staff has risen in all four quartiles in the last year but by less than 1% change.

The number of schools within our Trust has not changed in the past year. The result is the staffing profile has remained consistent for the third year in a row. [OBJ]



The number employees in 2025 (1,599) have remained stable since 2023 (1628). Overall, the mean gender pay gap has risen to 17.77% in 2025. The median pay for females has increased by 2.40% in 2025 compared to an 8.22% increase for males, which has resulted in a 3.68% increase to the Trust's median gender pay gap, which follows a 2% increase in 2024.

Like most educational establishments, our Trust have a higher proportion of female staff, but particularly, the proportion of females is more heavily weighted in the lower quartiles. Lower paid roles often suit part time working hours more easily and as a society, women take on the more caring roles in the home and are more likely to require part time hours



The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and make-up. Many staff are in the lower pay quartiles which have traditionally been overrepresented by females in occupations including cleaning, catering, lunchtime supervision, administration, and education support staff.

Bishop Hogarth Catholic Education Trust has structured Pay Scales that correspond to School Teachers Pay & Conditions and Local Authority Pay Scales and are not gender specific. We are committed to promoting equality and we aim to recruit an appropriately qualified workforce that is representative of all sectors of the community.

Bishop Hogarth Catholic Education Trust supports staff in several ways including: -

- Training for all staff
- Equality of opportunity

- Commitment to professional development and career progression
- Encouraging diversity in roles that are underrepresented
- Developing Family friendly policies

We believe that the overall gender pay gap reflects workforce composition rather than pay inequalities. Through our Equality Objectives we will seek, wherever possible, to encourage participation and recruitment to underrepresented roles.

S McGhee

**Chief Executive Officer & Accounting Officer**