



# GENDER PAY GAP REPORT - 2025

Blessed Edward Bamber Catholic Multi Academy Trust

VERSION: 2  
ADOPTED: SPRING TERM 26  
NEXT REVISION: SPRING TERM 27



*James 2:1*

*My brothers and sister, believers in our glorious Lord Jesus Christ must not show favouritism.*

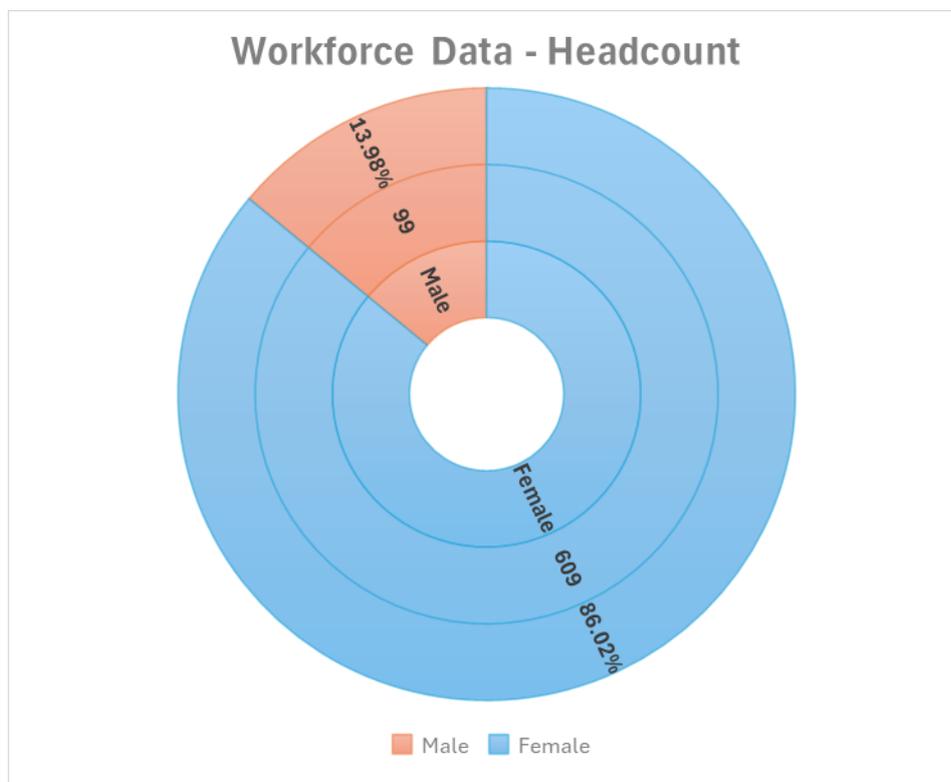
Snapshot date: 31 March 2025

Headcount band: 500–999

Prepared for publication: 23 December 2025

### 1. Executive Summary

This report presents our gender pay gap for 2025–26 (snapshot 31 March 2025). Mean hourly pay gap: 19.1% (down from 20.1%). Median hourly pay gap: 28.3% (down from 31.21%). No bonus payments were made during the period. Our predominantly female workforce, typical of any multi academy trust, and the distribution of roles across grades shape the overall gap. 708 employees were counted as part of the data, 609 females and 99 males.



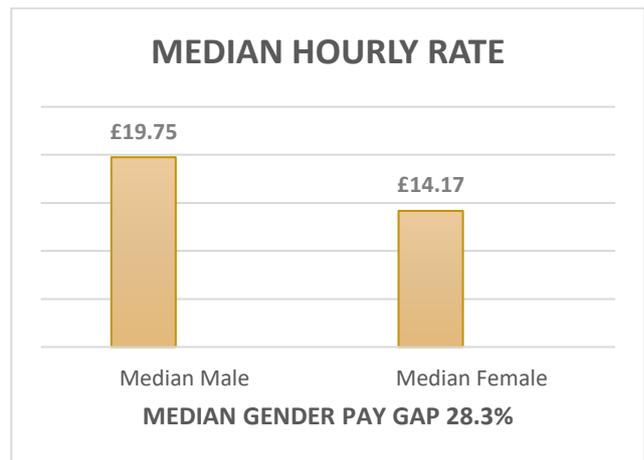
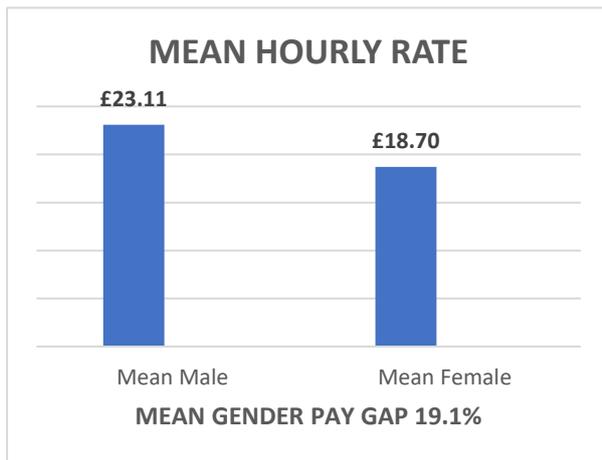
We are focusing on progression pathways, balanced shortlists and flexible leadership opportunities to support equitable advancement.

## 2. Scope and Method

Figures are calculated in line with statutory guidance. The mean is the arithmetic average; the median is the middle value when hourly pay is ranked. Quartiles are formed by ordering all full-pay relevant employees by hourly pay and splitting into four equal groups. Overtime and expenses are excluded.

## 3. Headline Results (Hourly Pay)

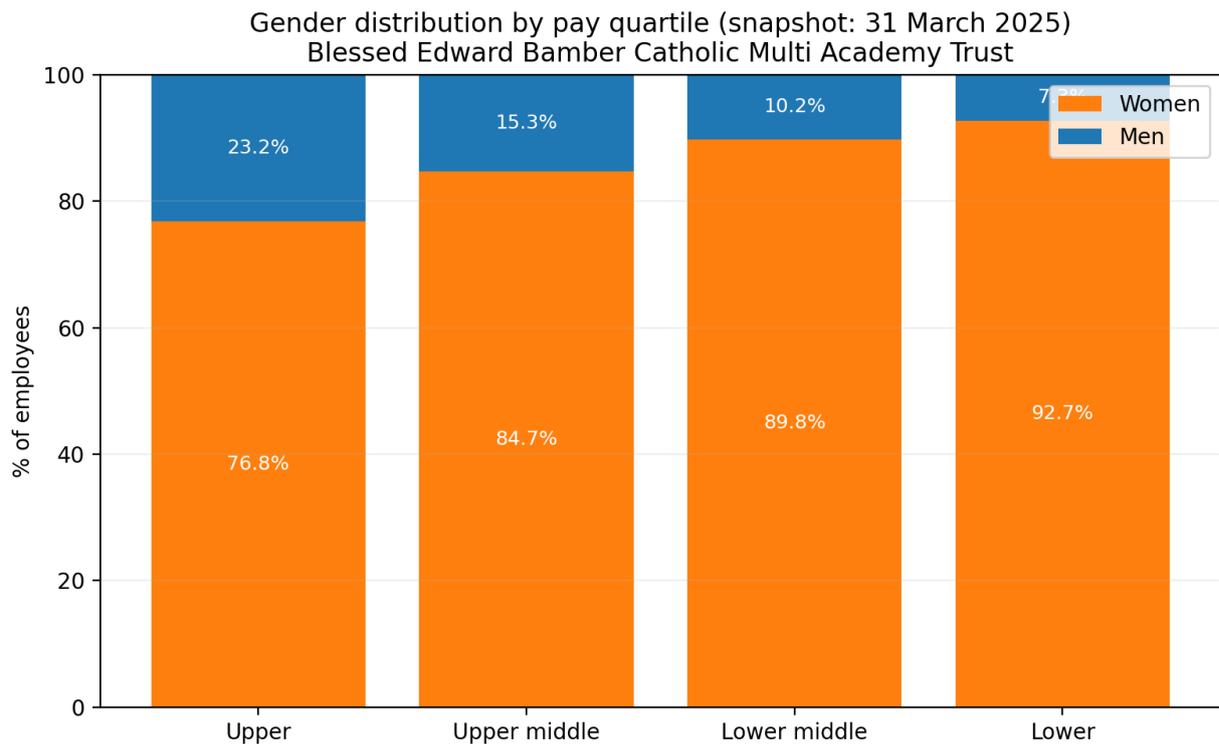
Metric	2025	2024 (comparison)
Mean gender pay gap	19.1%	20.1%
Median gender pay gap	28.3%	31.21%
% receiving bonus – men	0%	0%
% receiving bonus – women	0%	0%



## 4. Pay Quartiles

The distribution across pay quartiles reflects the Trust's predominantly female workforce, with the largest concentrations in the lower and lower-middle quartiles.

Quartile	% Men	% Women
Upper	23.2%	76.8%
Upper middle	15.3%	84.7%
Lower middle	10.2%	89.8%
Lower	7.3%	92.7%



## 5. Bonus Pay

No bonus scheme operated during the reporting period; mean/median gender bonus gaps are not applicable.

## 6. Analysis and Context

Our gap is driven by role mix rather than unequal pay for equal work. We will continue to broaden routes into higher-graded posts and attract under-represented groups into operational functions (ICT, estates, finance) while supporting flexible, family-friendly progression.

## 7. Progress and Action Plan to Close the Gender Pay Gap

- Mean gap improved by 1.0 percentage points.
- Median gap improved by 2.91 percentage points.
- Female representation within leadership roles continues to rise across schools, while some higher-paid operational roles remain male-dominated.

Over recent years, the Trust has achieved a more balanced gender split among leaders, with similar numbers of female and male colleagues now appointed to leadership roles. We remain strongly committed to equal opportunities and will continue to encourage women to apply for senior and leadership positions.

All recruitment follows a rigorous, structured process. We appoint candidates purely on merit, based on their skills and how well they meet the requirements of the role — gender plays no part in our decisions. This fair and transparent approach will continue.

The Trust is growing and expects to include 20 schools (1 secondary and 19 primaries) by the end of the next reporting period. Many roles will come from the existing staff in these schools through TUPE transfers. As new vacancies arise, we will always seek the best person for the job while promoting ourselves as an equal opportunities employer. We work hard to attract and retain both men and women across our wide range of roles. However, this remains challenging due to our location and the available local talent pool.

To support retention — especially among female teaching staff, who form the majority of our workforce — we monitor trends carefully. All employees who leave the Trust are invited to complete an exit questionnaire. We review these regularly to spot any patterns or issues linked to gender and pay.

We expect the gender pay gap to reduce gradually year on year. This will happen as more female teachers progress in their careers and move into higher-paid roles. Changes can also occur when staff of either gender leave and are replaced.

To build on this progress and address the gap further, we will take the following steps:

- Carry out an annual pay equity review alongside job evaluation, to identify and correct any pay anomalies by grade or role.
- Expand leadership development and coaching programmes, while aiming for balanced shortlists (men and women) for senior posts.
- Broaden talent pipelines into higher-paid operational areas (such as ICT, estates, and finance) by offering apprenticeships and returner pathways.
- Promote flexible and part-time options at leadership level to remove barriers to career progression.

These actions will help us continue creating a fair and inclusive workplace for everyone. We will monitor their impact and report back in future gender pay gap reports.

## 9. Statement of Accuracy

I confirm that the information and data reported are accurate and have been calculated in accordance with statutory requirements for gender pay gap reporting.

Signed:



Helen O'Neill  
**Chief Executive Officer**

Date: 23 December 2025

## Appendix A – Definitions

Mean gender pay gap: difference between average hourly earnings of men and women.

Median gender pay gap: difference between midpoints of men’s and women’s hourly earnings distribution.

Quartiles: four equal groups from lowest to highest pay based on hourly rates.

## Appendix B – Detailed dataset (2025)

Item	Value	Notes
Mean hourly pay gap	19.1%	Full-pay relevant employees
Median hourly pay gap	28.3%	Full-pay relevant employees
% receiving bonus – men	0%	No bonus scheme
% receiving bonus – women	0%	No bonus scheme
Quartiles (men/women)	<b>Upper:</b> 23.2%/76.8%, <b>Upper middle:</b> 15.3%/84.7%, <b>Lower middle:</b> 10.2%/89.8%, <b>Lower:</b> 7.3%/92.7%	Four equal groups by hourly pay