

# Mater Ecclesiae Catholic Multi Academy Trust

## Gender Pay Gap Report 2024-2025



**Mater Ecclesiae**  
Catholic Multi Academy Trust

*'One Family in Christ'*



# **Mater Ecclesiae Catholic Multi Academy Trust**

## **Gender Pay Gap Report 2024-2025**

Introduction	Page 3
What is the gender pay gap?	Page 3
Our Gender Pay Gap	Page 4
Gender Pay Gap Analysis	Page 5
Declaration	Page 5

## **Introduction**

Mater Ecclesiae Catholic Multi Academy Trust was established in 2022, and at the snap shot date of this report, 31 March 2024, operated seven primary schools and one secondary school in the Preston area. As an organisation employing more than 250 people the Trust is required to share its statistics relating to the 'Gender Pay Gap' between women and men employed by the Trust.

As a Catholic Trust, values of fairness, human dignity and equal treatment of all colleagues are promoted at all levels. The Trusts' policy is to apply the nationally agreed pay rates, as negotiated with the recognised trade unions, for all job roles within our schools. We are confident that all employees in the organisation, whether male or female, are valued and rewarded appropriately.

## **What is the gender pay gap?**

The gender pay is different from equal pay. It is a broad measure capturing the difference in average earnings between men and women regardless of the nature of the role they work in.

We are required to report on the following six measures, using a snapshot of data as at 31 March 2024:

1. the difference in the mean gender pay gap in hourly pay between men and women expressed as a percentage;
2. the difference in the median gender pay gap in hourly pay between men and women expressed as a percentage;
3. mean bonus gender pay gap.
4. median bonus gender pay gap.
5. proportion of males and females receiving a bonus
6. proportion of males and females in each quartile



## Our Gender Pay Gap

On 31 March 2024 the Trust employed 358 members of staff:

FEMALE - 313 (87.4%)	MALE - 45 (12.6%)
----------------------	-------------------

### 1. The mean gender pay gap

The mean gender pay gap is the difference in average hourly pay for males compared to females at all levels of the Trust.

As at 31 March 2024, the mean gender pay gap was <b>24%</b>
---

### 2. The median gender pay gap

The median gender pay gap represents the midpoint across a full list of staff hourly rates of pay for the middle male compared to the middle female working in the Trust.

As at 31 March 2024, the median gender pay gap was <b>38%</b> .
---

### 3. The mean bonus gender pay gap

No bonus payments were made in the reporting period.

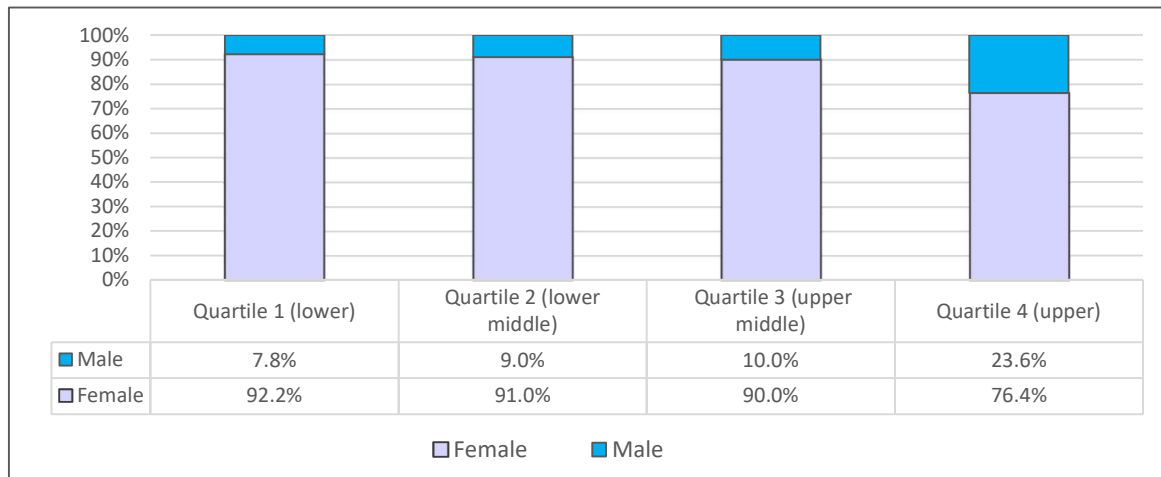
### 4. The media bonus gender pay gap

No bonus payments were made in the reporting period.

### 5. Proportion of males and females receiving a bonus

No bonus payments were made in the reporting period.

### 6. Proportion of males and females in each quartile





## Gender Pay Gap Analysis

Our data reveals a diverse workforce that includes a range of roles such as senior leaders, teachers, qualified professionals, administrative staff, classroom support, cleaning, catering, and more. Notably, the workforce is predominantly female, comprising 87.4% of the total.

The analysis of distribution of men and women across the four pay quartiles reveals a significantly higher proportion of women in the lower-paid quartiles. Many of our positions are part-time or term-time, which significantly contributes to our gender pay gap. The disparity arises largely because there are proportionately more women in the lower paid roles compared to men, in comparison with teaching and leadership positions.

The Trust is confident that men do not receive higher pay than women in identical roles and has a substantial number of women in senior positions within our schools and central team. We acknowledge the essential contributions of our part-time staff and are committed to providing flexible solutions that accommodate the needs of working parents and caregivers, aligning with their family lives.

## Declaration

I can confirm that the information collated in this report is an accurate reflection of the position relating to the gender pay gap across the Trust.

Signed: \_\_\_\_\_

Role: Chief Executive Officer \_\_\_\_\_

Date: 06/11/2024 \_\_\_\_\_