



# SANCTA FAMILIA

CATHOLIC ACADEMY TRUST

## Gender Pay Report 2025

Internal & External Use

|                      |                 |
|----------------------|-----------------|
| Policy Owner:        | Emma Turner CFO |
| Review Cycle:        | Annually        |
| Date of last review: | September 2025  |
| Date of next review: | September 2026  |

# Contents

|                                   |   |
|-----------------------------------|---|
| 1. Introduction .....             | 3 |
| 2. Gender Pay Gap Figures.....    | 3 |
| 3. Pay Quartile Distribution..... | 3 |
| 4. Analysis .....                 | 4 |
| 5. Actions Taken .....            | 4 |
| 6. Future Commitments .....       | 4 |
| 7. Declaration .....              | 4 |

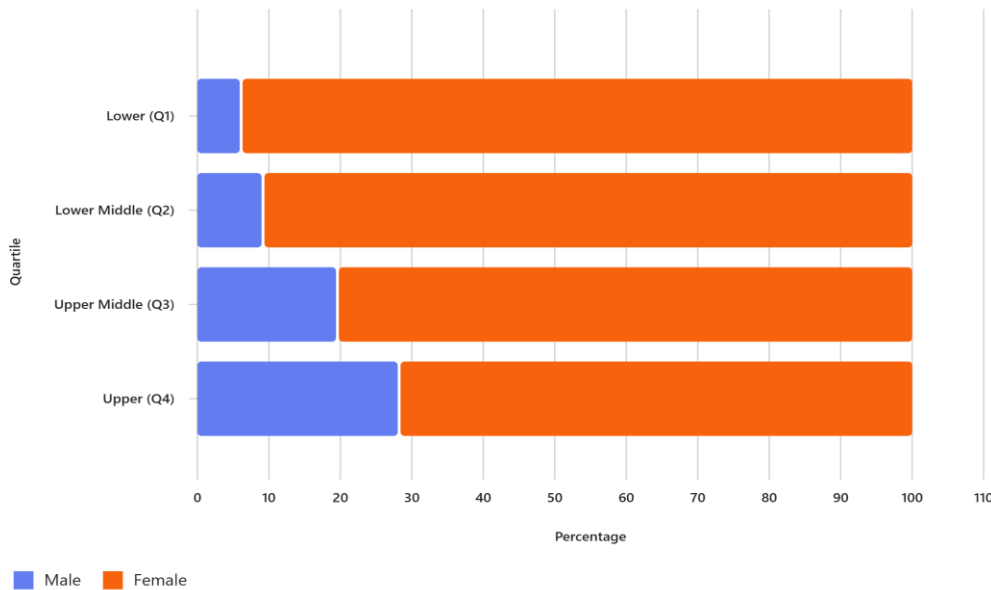
# 1. Introduction

Sancta Familia Catholic Academy Trust is committed to promoting equality, diversity, and inclusion across all areas of our organisation. This report outlines our gender pay gap data for the year ending 31 March 2025, in line with our commitment to transparency and continuous improvement.

## 2. Gender Pay Gap Figures

| Metric                     | Male         | Female        | Gap (%) |
|----------------------------|--------------|---------------|---------|
| Mean Hourly Rate           | £42.14       | £28.46        | 32.47%  |
| Median Hourly Rate         | £41.45       | £17.53        | 57.71%  |
| Mean Bonus Pay             | £0.00        | £0.00         | 0%      |
| Median Bonus Pay           | £0.00        | £0.00         | 0%      |
| Proportion Receiving Bonus | 0% (0 of 69) | 0% (0 of 385) | 0%      |

## 3. Pay Quartile Distribution



| Quartile          | Male (%) | Female (%) |
|-------------------|----------|------------|
| Upper (Q4)        | 28.42%   | 71.58%     |
| Upper Middle (Q3) | 19.79%   | 80.21%     |
| Lower Middle (Q2) | 9.38%    | 90.63%     |
| Lower (Q1)        | 6.32%    | 93.68%     |

## 4. Analysis

The data shows a mean gender pay gap of 32.47% and a median gap of 57.71%, indicating that female employees earn significantly less than male employees on average and at the median level. This disparity is largely influenced by the distribution of roles across the organisation, with a higher proportion of women in lower-paid quartiles and fewer in senior, higher-paid positions. No bonuses were paid to any employees during the reporting period, resulting in a 0% bonus pay gap.

## 5. Actions Taken

Sancta Familia Catholic Academy Trust has taken the following steps to address gender pay disparities:

- Inclusive recruitment practices to attract diverse talent.
- Leadership development initiatives aimed at supporting women into senior roles.
- Flexible working policies to support work-life balance.
- Regular pay audits to monitor and address inequalities.

## 6. Future Commitments

We remain committed to reducing the gender pay gap and will continue to:

- Promote internal career progression for underrepresented groups.
- Review job evaluation and pay structures.
- Provide unconscious bias training for hiring managers.
- Publish annual gender pay gap reports to track progress.

## 7. Declaration

We confirm that the information and data provided in this report are accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sancta Familia Catholic Academy Trust  
Date: 9 September 2025



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