



St Benedict Catholic Academy Trust

Gender Pay Gap Report: March 2025

St Benedict's Catholic Academy Trust (SBCAT) is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities. We support the fair treatment of all staff, irrespective of gender, through our transparent policies, including our commitment to safer recruitment and equality in the workplace.

Our 2024–25 Gender Pay Gap Report

The Trust is required by law to carry out gender pay gap 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 men and women in our organisation, but does not involve publishing individual colleagues' data.

This report includes data from across our participating payrolls: Bonus Pastor Catholic College, Our Lady and St Philip Neri, St Anthony's Catholic College, and St Michael's Catholic College.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Methodology and Context

Gender pay reporting requires us to make calculations based on colleague gender and their pay as of the snapshot date of 31 March 2025. We have done this by using our existing payroll records and following the approach to reporting set out in government guidance. We use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

Men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff each academy follows the pay scales set by the NJC. Pay scales and grades are based on a thorough and robust appraisal process; earnings are based on performance outcomes, irrespective of gender.

We are a flexible employer and support various leave arrangements, including maternity, paternity, and shared parental leave, to foster an inclusive environment.



Workforce Profile

Within the Trust, women make up the significant majority of our workforce, accounting for 69% (213) of the total staff included in the hourly pay calculation, while men account for 31% (94). Our total headcount of 343 includes 36 employees (8 male, 28 female) who were excluded as they were not on full pay during the snapshot period, for reasons such as being on maternity or unpaid leave.

Workforce Composition (Snapshot Population)

Gender	Headcount	Percentage
Female	213	69%
Male	94	31%
Total Included in Calculation	307	100%

Total Headcount Including Excluded Employees

Category	Male	Female	Total
Included in Hourly Pay Calculation	94	213	307
Excluded (Not on Full Pay)	8	28	36
Total Headcount	102	241	343

The majority of support roles in the Trust are part-time, often aligning closely with the hours of attendance of pupils. We have observed that female staff tend to be more attracted to term-time-only working. While this impacts average salaries, it is a factor that often influences the decision of applicants and the continuation of employment.

Gender Pay Gap Results (Hourly Rate of Pay)

In accordance with the reporting requirements, we report below the mean gender pay gap and the median pay gap as at March 2025:

Metric	Male (£)	Female (£)	Gender Pay Gap (%)
Mean Pay Gap	£33.75	£29.20	13%
Median Pay Gap	£33.17	£28.29	15%



Bonus Pay

No bonus payments were made to any member of staff for the reporting period.

Bonus Metric	Male	Female	Difference
Mean Bonus Gap	£0.00	£0.00	0%
Median Bonus Gap	£0.00	£0.00	0%
Proportion Receiving Bonus	0%	0%	0%

Hourly Pay Quartiles

The workforce is divided into four equal bands based on hourly pay rates to show the distribution of gender at different levels of the Trust:

Quartile	Male (%)	Female (%)
Upper Quartile	41%	59%
Upper Middle Quartile	32%	68%
Lower Middle Quartile	26%	74%
Lower Quartile	23%	77%

Analysis of these quartiles shows that women are strongly represented at all levels. While women form the majority in every band, the proportion of men increases in higher-paid roles, which is the primary driver of the overall pay gap. Notably, the Upper Middle Quartile shows a small reverse gap (-1%), meaning women in that specific band earn slightly more than men on average.

Action Taken and Next Steps

SBCAT undertakes ongoing analysis to understand its gender pay gap. It has reviewed the Government Equalities Office recommendations to ensure the following processes are in place:

Leadership Development: Our leadership and middle leader development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles.

Transparent Recruitment: We use skill-based assessments where candidates perform tasks relevant to the role and structured interviews where all candidates are asked the same questions in a predetermined order and format.

Clear Communication: Salary ranges are communicated in all adverts to ensure transparency.



Appraisal Process: We maintain transparency in promotion, pay, and reward through a clearly outlined appraisal process where objectives are SMART and employees are clear about what is expected.

We are continuing to review our recruitment and pay processes to make improvements which consolidate good practice and may assist with narrowing the gender pay gap over the longer term.

Statement of Accuracy

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.