



Gender Pay Gap Report

31 March 2024

St Francis Catholic Multi Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 13.32%.

Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 33.89%.

Bonus Gender Pay Gap

St Francis Catholic Multi Academy Trust has not made any bonus payments during the period, therefore making the following statutory reporting non applicable:

- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay



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The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
4.44% Male	7.41% Male	17.65% Male	15.56% Male
95.56% Female	92.59% Female	82.35% Female	84.44% Female

Supporting Statement

St Francis Catholic Multi Academy Trust is committed to equality and fair treatment for all employees. We adhere to transparent recruitment, pay policies, and professional development opportunities.

Our pay structure aligns with national standards, and employees in the same role receive equal pay regardless of gender.

The Gender Pay Gap data reflects the distribution and composition of our workforce, which is predominantly female and concentrated in lower pay quartiles.

While we acknowledge the existence of the gap, it primarily reflects workforce composition rather than underlying pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for St Francis Catholic Multi Academy Trust.

Signed

Position:

Date:

