



**St Ralph
Sherwin**
Catholic Multi Academy Trust

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Gender Pay Gap Report As at 31 March 2025





Gender Pay Gap Report

This report has been prepared in accordance with the statutory requirements for Gender Pay Gap (GPG) reporting, using the snapshot date of 31 March 2025. It sets out the differences in average earnings between male and female employees across the Trust.

It is important to note that the Gender Pay Gap is not the same as equal pay. Equal pay means that men and women are paid the same for carrying out the same or similar work. The Gender Pay Gap, by contrast, reflects the difference in average pay between all men and all women in the organisation, regardless of role.

To meet reporting requirements, we have carried out six specific calculations that highlight differences in average earnings between men and women across the Trust. These calculations are based on anonymised payroll and HR data and do not involve publishing individual employee pay information.

The following data is reported:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay, over a 12-month period, between male and female employees
- the difference in median bonus pay, over a 12-month period, between male and female employees
- the proportion of male and female employees receiving a bonus payment during the 12-month period
- the proportion of male and female employees in each quartile band

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.

Gender Pay Gap

The gender pay gap is the difference between the average earnings of men and women, using the hourly rate, expressed relative to men's earnings.

- The following table shows the Mean Hourly Ordinary Pay. The **mean** is the average hourly pay. It is worked out by adding together everyone's hourly pay in each group (all women, all



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men, or the total workforce) and dividing by the number of people in that group.

Mean Hourly Ordinary Pay			Mean Gender Pay Gap
Female	Male	Total	
23.11	28.39	24.06	18.60%

- The following table shows the Median Hourly Ordinary Pay. The **median** is the midpoint value. The calculation is worked out by taking everyone's hourly pay from lowest to highest. The female median (£15.75) is the pay of the woman right in the middle of the female pay distribution. The male median (£30.30) is the pay of the man right in the middle of the male pay distribution. The total median (£16.30) is the pay of the midpoint employee across the whole workforce (male + female combined).

Median Hourly Ordinary Pay			Median Gender Pay Gap
Female	Male	Total	
15.75	30.30	16.30%	48.02%

- The following table shows all 1,017 staff in order by hourly pay from lowest to highest. They are then split into 4 equal groups ("quartiles"), each containing about 25% of staff. The table shows how many women and men fall into each quartile.

	Total	Female	Male
1 st (lower) Quartile	254	221	33
2 nd Quartile	254	225	29
3 rd Quartile	255	202	53
4 th Quartile	254	187	67
Organisation	1017	835	182

- The following table shows that women are the majority across all quartiles. However, their dominance is much higher in the lowest quartiles (87–89%). Men, while only 18% of the total workforce, make up 26% of the highest-paid quartile. This concentration of men in higher-paid roles is what drives the gender pay gap, even though women make up the majority overall.



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	Female	Male	What it means
1st (lower) Quartile	87.01%	12.99%	Lowest-paid roles (mostly female support staff).
2nd Quartile	88.58%	11.42%	Still heavily female, showing concentration of women in lower/middle pay bands.
3rd Quartile	79.22%	20.78%	More men appear as pay levels rise.
4th Quartile	73.62%	26.38%	Highest-paid roles — men are over-represented compared to their overall share of the workforce (17.9%).
Organisation	82.10%	17.90%	

All male and female employees are paid equally on national pay scales. Support staff (i.e. non-teaching) roles are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair. All appointments are subject to a fair equal opportunities process.

Understanding the Gap

The Trust's gender pay gap reflects the structural composition of the workforce.

Women make up 82% of the overall workforce, but:

- They are over-represented in the lower quartiles.
- Men are over-represented in the upper quartile (highest pay).

Key factors include:

- There is a higher concentration of women in lower-paid support staff roles (e.g., classroom-based assistants).
- Most of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff
- A higher proportion of men in leadership and senior teaching positions, which attract higher salaries.
- Career progression patterns, with women less represented at the senior levels of pay.



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Actions and Commitments

The Trust is committed to reducing the gender pay gap and promoting equality of opportunity. Our planned actions include:

- **Talent Management and Leadership Development:** Expanding leadership pathways to encourage and support more women into senior roles.
- **Recruitment and Retention:** Ensuring recruitment campaigns attract diverse candidates at all levels, with a focus on leadership roles.
- **Flexible Working:** Continuing to promote and embed flexible working policies to support career progression, particularly for women balancing work and caring responsibilities.
- **Monitoring and Evaluation:** Regularly reviewing pay structures, workforce data, and progression opportunities to ensure equity and fairness.

Conclusion

The St Ralph Sherwin Catholic Multi Academy Trust's gender pay gap (mean: **18.6%**, median: **48.0%**) reflects the structural distribution of men and women across different roles and levels within the organization. We aim to reduce this gap and create a fairer, more balanced workforce.