



## Gender Pay Gap Report 2024

As an employer with more than 250 employees, the Trust is required by law to publish an annual Gender Pay Gap report on its website and on the government's online reporting service.

The law requires a snapshot of data based on pay information as of 31<sup>st</sup> March 2024. At this point Our Lady Immaculate Catholic Academies Trust was a family of 12 academies and a central shared service, with a total of approximately 782 employees. Academies are geographically spread across Bedfordshire and Northamptonshire.

All teaching staff are currently paid in line with the School Teachers Pay and Conditions Document (STPCD) and all support staff are currently paid in line with the National Joint Council (NJC) and principles of the Green Book.

### The Gender Pay Gap Calculation

For the purposes of this report there are 128 male employees and 654 female employees paid on 31 March 2024.

The following figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ('The Regulations'):

- The mean gender pay gap for the Trust is 19.6%

The mean hourly rate for males was calculated at £23.45 compared to £20.39 for females.

- The median gender pay gap for the Trust is £38.0%

The median hourly rate for males was calculated at £20.31 compared to £12.59 for females.

In addition, the Regulations require the following data to be published:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Males (% males to all employees in quartile)	25%	15%	13%	13%
Females (% females to all employees in quartile)	75%	85%	87%	87%

### Bonus Pay

The Regulations also require bonus payments information to be published, there were no bonus payments as of 31<sup>st</sup> March 2024.

### Our commitment to closing the Gender Pay Gap

Our Lady Immaculate Catholic Academies Trust is committed to the principle of equal opportunities and equal treatment for all employees and has clear and transparent policies in place to ensure that it is compliant with the Equality Act 2010. This law gives a female the right to be paid the same as a male (and vice versa) when carrying out:

- **Like work** – two employees who are doing the same or broadly similar roles, or

- **Work rated as equivalent by analytical job description** – this could be a different role which has been evaluated at the same pay grade as a result of the job evaluation, or
- **Work of equal value** – when there are two roles that are very different, however, the employee claims that they require a similar level of skill and ability.

Following an analysis of the Trust workforce we can identify:

- The Trust workforce is 83% female.
- Due to flexible working opportunities such as casual, part time and term time working contracts offered by the Trust, many of these roles are undertaken by females who prefer the flexibility in managing work and childcare responsibilities.
- Roles such as invigilation, mid-day supervision, administration, and classroom-based support all fall into the lower and lower middle quartile. The hourly rate is reduced as it is calculated pro – rata depending on the actual number of hours and actual weeks worked and not the full-time equivalent salary.
- Roles such as invigilation, midday supervision, administration, and classroom support are predominantly undertaken by females whereas roles such as Site Management, Grounds maintenance and IT support, tend to be full time roles that are predominantly undertaken by males.

Whilst it is possible to have a gender pay gap and to pay males and females fairly, the Gender Pay Gap is calculated by taking all employees in an organisation and comparing the average pay (snapshot data) between male and females. In contrast, equal pay looks at the difference in male and females pay for the same or similar work.

Our Lady Immaculate Catholic Academies Trust is committed to closing the gender pay gap and commits to greater inclusion, fairness, and flexibility, which may include:

- a programme of support for all maternity and adoption returners
- the opportunity for all maternity and adoption returners to remain in leadership positions
- enabled by evolving technology; flexible working plans that enable all staff to fulfil their career aspirations irrespective of working hours and or location
- ensuring all employees both male and female are in receipt of professional development regardless of their working patterns
- ensuring that all employees have the opportunity to attend leadership programmes
- a career development path for support staff as well as teaching and classroom-based staff
- ensure that all vacancies within the Trust are advertised in a transparent manner to ensure that all staff are aware of all opportunities
- monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly.

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