

St John the Baptist Catholic Multi Academy Trust - Gender Pay Gap Report



Snapshot date: 31 March 2024

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.7%	43.9%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0%, no bonuses paid	0%, no bonuses paid

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	11%	13%	20%	31%
Female (% females to all employees in each quartile)	89%	87%	80%	69%

Supporting statement

I confirm that the information published here is accurate.

Signature: Kim Payne

Date:

17/03/2025

Status/position: Interim CEO

Supporting narrative

Commentary:

The report to 31 March 2024 for St John the Baptist Catholic Multi Academy Trust is based on data covering 508 relevant employees across 9 Primary Schools and 1 High School in Norfolk, North Suffolk and Peterborough. For all our schools the employee demographic is overwhelmingly female, with 81% of employees being female. The gender pay gap reported within the organisation is driven by large numbers of female employees who hold part time, low pay scale roles that are inherent to the nature of educational sector. Nearly 89% of roles in “Quartile 1 – Lower” are covered by female staff resulting in a significant median and mean gender pay gap for the Trust.

Between 2023 and 2024 the median hourly pay difference reduced from 45.7% to 43.9%, while the mean hourly rate difference dropped from 24.7% as at 31/03/2023 to 19.7% on 31/03/2024. The information for the individual schools differs school by school, with several academies showing gender pay gap in favour of women on the reporting date.

The Trust nevertheless monitors pay carefully, with the support of the Unions, to ensure that the gender pay gap narrows, with particular reference to aiming towards parity of pay for staff at similar career stages, particularly in Leadership positions where women are underrepresented in the educational workforce, with an ultimate aim to narrow the gap within all the sectors of the workforce.