

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



Snapshot date: 31 March 2025

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	21.1%	41.5%

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)	8%	13%	20%	29%
Female (% females to all employees in each quartile)	92%	87%	80%	71%

Supporting statement

I confirm that the information published here is accurate.

Signature: Joe Richardson Date: 09/03/2026

Status/position: CEO

Supporting narrative

Commentary:

The report to 31 March 2025 for St John the Baptist Catholic Multi Academy Trust is based on data covering 509 relevant employees across 10 Primary Schools and 1 High School in Norfolk, North Suffolk and Peterborough. For all our schools the employee demographic is overwhelmingly female, with 83% 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. Over 92% 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 2024 and 2025 the median hourly pay difference reduced from 43.9% to 41.5%, while the mean hourly rate difference increased slightly from 19.7% as at 31/03/2024 to 21.1% on 31/03/2025. 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, working closely with the Unions, monitors pay carefully to support ongoing reductions in the gender pay gap. A key focus is achieving parity of pay for staff at equivalent career stages and addressing the under-representation of women in leadership roles. Our long-term aim is to reduce the gender pay gap across all parts of the workforce.