



## Gender Pay Gap Report

St Francis of Assisi Catholic Academy Trust (the Trust) strives to observe good qualities practice in staff recruitment, development and retention. The Trust also aims to reduce and remove barriers and inequalities that already exist.

The Trust uses pay scales for all teaching staff in alignment with the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. Pay scales for Support staff are in line with the Hertfordshire NJC (National Joint Council for Local Government Services), which is also reviewed on an annual basis. Staff within the Trust move through the pay scales for their grade based on performance outcomes, irrespective of their gender.

The Gender Pay Gap Report is based on data as at 31 March 2024. As this date the Trust employed 373 employees of which 318 were female (85.25%) and 55 were Male (14.75%). Females represent 133 Teachers and 185 Support Staff and Males represent 36 Teachers and 19 Support Staff.

The Trust currently employs more female staff than male, which is a typical trend for the education sector as a whole. The gender pay gap is mainly driven from a higher proportion of females working in support roles, which tend to be roles that pay in the lower middle and lower quartile bands. These support roles tend to be lower paid per hour compared to teaching roles.

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Hourly pay	37% lower for females	61% lower for females	1.1% M 98.9% F	15.1% M 84.9% F	9.7% M 90.3% F	33.0% M 67.0% F

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching / Leadership staff	24% lower for females	30% lower for females	11.6% M 88.4% F	4.8% M 95.2% F	23.8% M 76.2% F	45.2% M 54.8% F
Support staff	19% lower for females	3% lower for females	0.0% M 100.0% F	2.0% M 98.0% F	13.7% M 86.3% F	21.6% M 78.4% F

	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

The Trust aims to address this gender pay gap by continuing to employ both genders fairly and based on skills and experience and in accordance with the Recruitment Policy which is a Hertfordshire-wide School policy. Pay scales for all staff are transparent across the Trust and are not determined by gender under any circumstances. Recruitment decisions are made solely on skills and experience.



St Francis of Assisi  
CATHOLIC ACADEMY TRUST

This data is reviewed regularly to monitor progress made on reducing the gender pay gap across the Trust.

*Andrew Howard*

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St Francis of Assisi Catholic Academy Trust