



## 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 and 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 2022. As this date the Trust employed 353 employees of which 296 were female (83.85%) and 57 were Male (16.15%). Females were made up of 129 Teachers and 167 Support Staff and Males were made up of 35 Teachers and 22 Support Staff.

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Hourly pay	35% lower for females	57% lower for females	5.6% M 94.4% F	12.8% M 87.2% F	11.7% M 88.3% F	31.9% M 68.1% F

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching / Leadership staff	24% lower for females	34% lower for females	9.8% M 90.2% F	7.3% M 92.7% F	24.4% M 75.6% F	43.9% M 56.1% F
Support staff	14% lower for females	3% lower for females	6.3% M 93.8% F	6.4% M 93.6% F	14.9% M 85.1% F	19.1% M 80.9% 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 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.

The Trust aims to address this gender pay gap by continuing to employ both genders fairly and based on skills and experience. 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 without any prejudice on gender.

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

Andrew Howard

Chief Financial Officer

St Francis of Assisi Catholic Academy Trust