

GENDER PAY GAP REPORT 2026

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Our Lady Immaculate Catholic Academies Trust (the Trust) to publish its Gender Pay Gap report annually on our website and report it to the Government's Gender pay gap service: <https://gender-pay-gap.service.gov.uk/> .

The legislation mandates that only organisations employing over 250 employees are required to report by providing a snapshot of specific employee pay data as of 31st March 2025. As a Trust, this is our 6th Gender Pay Report since the Trust's formation in February 2020.

On 31st March 2025, the Trust included 12 schools; 2 secondary schools and 10 primary schools geographically located across Northamptonshire and Bedford. There were 727 employees with the Trust employed on substantive contracts but for the purposes of the Gender Pay Gap Report, 716 employees were regarded as 'relevant' employees, 121 were male and 595 were female. 11 employees were not included in the analysis as they were on maternity leave on 31st March 2025 and were paid below their normal monthly pay.

The Trust's Pay Policies for both teaching and support staff are aligned to the School Teachers Pay and Conditions Document (STPCD) and the Burgundy Book; and to the National Joint Council pay structure and the Green book. Both the annual pay awards (cost of living increase) and increments are awarded in accordance with the Trust Pay Policies and all staff are treated equally irrespective of gender.

Equal Opportunities for our staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. We undertake not to discriminate on the grounds of Gender, Sexual Orientation, Gender Reassignment, Marriage and Civil Partnership, Race (including ethnic or national origin, colour or nationality), Religion or Belief, Pregnancy and Maternity, Disability and Age.

All staff appointments and promotions are made based on merit and ability and in compliance with employment legislation and Keeping Children Safe in Education (KCSIE). We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. We respect the religious beliefs and practice of all staff, students, and parents, and comply with reasonable requests relating to religious observance and practice.

Analysis

The data required for this year's Trust Gender Pay Report was captured by downloading a detailed pay report of all staff employed on 31st August 2025 from the Trust's in house payroll software. The legislation requires the following figures for:

- Mean (average) gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Proportion (Percentage) of men and women in each hourly pay quartile
- Proportion (Percentage) of men and women receiving bonus pay
- Mean (average) gender pay gap for bonus pay
- Median gender pay gap for bonus pay.

The Trust does not pay any bonuses therefore there is no requirement to report against the final three requirements.

The Trust employs both teaching and support staff, but their hourly pay is calculated differently which justifies some of the difference in hourly rate between the two staff groups. The calculations are as follows:

- Teaching staff hourly pay is calculated by Annual salary (including allowances)/1265 directed hours.
E.g. £30,000/1265 = £23.72 per hour
- Support staff hourly pay is calculated by Annual salary/full weeks in the year/full time hours per week
e.g. £30,000/52.143/37 = £15.55 per hour

This demonstrates that teachers are paid 53% more per hour than a support member of staff however teachers are required to work additional hours outside of directed time (face to face teaching with pupils) planning, preparing for lessons and marking which is incorporated into their annual salary. Many support staff work term time only contracts and are paid for only the hours they physically work in school (plus additional pay for annual leave entitlement), divided over 12 months resulting in a lower hourly rate.

Due to the disparity between teaching and support staff hourly pay, the Trust has provided the Gender Pay Gap analysis not just across the Trust but divided into teachers and support staff to provide a more transparent gap analysis 'like for like' per staff cohort.

The ratio of males to females across the Trust is 17% male and 83% female.

MEAN (AVERAGE) AND MEDIAN GENDER PAY GAP ANALYSIS

STAFF GROUP	No of 'Relevant' Employees	Mean (Average) Gender Pay Gap	Median Gender Pay Gap
Total figures across the Trust	121 Males	21.33% of males are paid on average more than females across the Trust. Males are paid on average £27.85 per hour & females on average £21.91 per hour.	A male is paid 47% more than a female when the midpoint of all salaries for each gender is compared. At the midpoint a male is paid £25.02 per hour, and a female is paid £13.26 per hour
	595 Females		
Teachers Only	65 Males	4.98% of male teachers are paid on average more than female teachers across the Trust. Males are paid on average £40.01 per hour & females on average £38.01 per hour	A male teacher is paid 4.95% more than a female teacher when the midpoint of all salaries for each gender is compared. At the midpoint a male teacher is paid £39.37 per hour, and a female teacher is paid £37.42 per hour.
	207 Females		
Support Staff Only	56 Males	3.02% of male support staff are paid on average more than female support staff across the Trust. Males are paid on average £13.74 per hour & females on average £13.32 per hour.	A male support staff employee is paid 1.56% more than a female support staff employee when the midpoint of all salaries for each gender is compared. At the midpoint a male is paid £12.85 per hour and a female £12.65 per hour.
	388 Females		

In all cases males are paid more on average than females but support staff are the closest in the pay being almost equal between males and females.

PROPORTION (PERCENTAGE) OF MALES AND FEMALES IN EACH QUARTILE

STAFF GROUP	Total No of 'Relevant' Employees	UPPER QUARTILE		UPPER MIDDLE QUARTILE		LOWER MIDDLE QUARTILE		LOWER QUARTILE	
		Nos	'%	Nos	'%	Nos	'%	Nos	'%
All Staff across the Trust	121 Males	43	24%	35	20%	26	15%	17	10%
	595 Females	136	76%	144	80%	153	85%	162	91%
	716								
Teachers Only	65 Males	43	24%	22	23%	0	0%	0	0%
	207 Females	134	76%	73	77%	0	0%	0	0%
	272								
Support Staff Only	56 Males	0	0%	13	15%	26	15%	17	10%
	388 Females	2	100%	71	85%	153	85%	162	90%
	444								

The proportion of males employed to females employed across the Trust are almost representative of the 17%/83% split between males and females across the Trust however splitting the total staff group into teaching and support staff provides a different picture.

All teachers pay is reported either in the Upper Quartile or Upper Middle Quartile with similar proportion of male to female being 23%/24% to 76%/77% in both quartiles. Of those employees in the Upper Quartile, there are 43 male teachers and 134 female teachers but only 2 support staff are paid in the Upper Quartile and both are female. In the Upper Middle Quartile, there is an even split between female teachers and female support staff but there are fewer male support staff than male teachers.

In the Lower Middle and Lower Quartiles, all the data reported are support staff, 43 male and 315 female. The largest quota of all female employees, 162, are paid in the Lower Quartile. There are no teachers paid in either the Lower Middle Quartile or Lower Quartile.

Conclusions

Since the last Trust Gender Pay Gap report, there has been a 10% decrease (66) in staffing since April 2024, 7 less male employees and 59 less females. The decrease is due to three TUPE processes outsourcing catering and cleaning (13 staff), small scale staffing restructures in our schools, removal of vacancies and not replacing staff when they leave due to financial pressures on education.

Many of the Trust's roles occupied by female staff are offered as term time contracts to fit in with childcare, other caring responsibilities and flexibility/work life balance sought by many women. These roles include Teaching Assistants, school office administration, catering, exam invigilating, wrap around care and Mid-Day Supervisors. There are many part time contracts which historically are occupied by females, again are support staff not teaching.

Examining the proportion of males to females amongst teaching staff still reveals male staff being paid more than females per hour despite there being more females employed by the Trust than males. Impact on career development and progression as a result of time taken out of work due to maternity leave and childcare is evident amongst the female staff.

Action being taken

The Trust is committed to ensuring that all our staff are paid equally and fairly regardless of gender and other characteristics as identified by the Equality Act 2010.

Current priorities for the Trust include:

- a full job evaluation of all support staff in 2026 to underpin our commitment to ensure our obligation to equal pay for our staff is implemented and adhered to.
- Leadership development programmes for staff particularly those in middle management positions.
- Financial commitment and paid time away from work to support staff to study for apprenticeships - Level 3 and 5 for Teaching Assistants, HR staff, childcare practitioners and business management; Level 6 and above for teachers including teacher training 'on the job'. This will enhance the opportunity for female staff to progress in their careers due to attaining job specific qualifications and training.
- Career development plans for both support and teaching staff
- Annual review of Trust pay policies and salary structures to ensure equity, transparency and consistency.

Jo Brake-Oakes
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