



St Thérèse of Lisieux Catholic Multi Academy Trust Gender Pay Gap Report As at 31 March 2021





Gender Pay Gap Report

The Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and commitment to continuing professional development. We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We produce the following data:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay, over a 12-month period, between male and female employees
- the difference in median bonus pay, over a 12-month period, between male and female employees
- the proportion of male and female employees in each quartile band

We are required to publish the results on our own website and a government website. We will do this by 30 March 2022. This is the fourth report published by the Trust (formally the Northern Lincolnshire Catholic Academy Trust).

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.



This report relates to the St Thérèse of Lisieux Catholic Multi Academy Trust – “The Trust”. The Trust is a relevant employer for the purposes of Gender Pay Gap Reporting as it is a public sector organisation with 250 or more employees. The Trust is the legal entity and makes a single report for all the academies within The Trust, which at the snapshot date were:

English Martyrs’ Catholic Academy, Oakham
St Augustine Webster Catholic Academy, Scunthorpe
St Augustine’s Catholic Academy, Stamford
St Mary’s Catholic Academy, Boston
St Mary’s Catholic Academy, Grantham
St Mary’s Catholic Academy, Grimsby
St Mary’s Catholic Academy, Brigg
St Bede’s Catholic Academy, Scunthorpe
St Norbert’s Catholic Academy, Spalding
St Norbert’s Catholic Academy, Crowle
St Peter & St Paul Catholic Academy, Lincoln
St Joseph’s Catholic Academy, Cleethorpes
St Bernadette’s Catholic Academy, Scunthorpe
St Hugh’s Catholic Academy, Lincoln
Our Lady of Lincoln Catholic Academy, Lincoln
Our Lady of Good Counsel Catholic Academy, Sleaford

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by **using our existing HR and payroll records**. All employees can confirm and update their records if they choose to by contacting hr@stl-cmat.org.uk



Gender Pay Gap

The gender pay gap is the difference between the average earnings of men and women, using the hourly rate, expressed relative to men's earnings.

The following figures are the data for St Thérèse of Lisieux Catholic Multi Academy Trust at our 'snapshot date' of 31 March 2021.

| Mean Hourly Ordinary Pay | | | Mean Gender Pay Gap |
|--------------------------|-------|-------|---------------------|
| Female | Male | Total | |
| 16.72 | 23.50 | 17.54 | 28.87% |

| Median Hourly Ordinary Pay | | | Median Gender Pay Gap |
|----------------------------|-------|-------|-----------------------|
| Female | Male | Total | |
| 11.26 | 14.85 | 11.55 | 24.18% |

| | Total | Female | Male |
|----------------------|-------|--------|------|
| 1st (lower) Quartile | 186 | 176 | 10 |
| 2nd Quartile | 186 | 164 | 22 |
| 3rd Quartile | 186 | 167 | 19 |
| 4th Quartile | 186 | 147 | 39 |
| Organisation | 744 | 654 | 90 |

| | Female | Male |
|----------------------|--------|--------|
| 1st (lower) Quartile | 94.62% | 5.38% |
| 2nd Quartile | 88.17% | 11.83% |
| 3rd Quartile | 89.78% | 10.22% |
| 4th Quartile | 79.03% | 20.97% |
| Organisation | 87.90% | 12.10% |



All male and female employees are paid equally on national pay scales. Support staff (i.e. non-teaching) roles are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair. All appointments are subject to a fair equal opportunities process.

The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff. I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap Information for the Academies within the St Thérèse of Lisieux Catholic Multi Academy Trust.



James McGeachie
Interim Chief Executive Officer

St Thérèse of Lisieux Catholic Multi Academy Trust