

# Our Lady of Lourdes Catholic Multi Academy Trust

## Gender Pay Gap Submission 2025

### Introduction

Our Lady of Lourdes Catholic Multi Academy Trust (CMAT), in line with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, publish details of our gender pay gap by producing the following information:

- 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 receiving a bonus payment during the 12 month period
- the proportion of male and female employees in each quartile band

We have published our data since the formation of the Our Lady of Lourdes CMAT in 2018.

The data below shows the gender pay gap that exists within Our Lady of Lourdes CMAT, based on hourly rates of pay for all relevant employees as of 31 March 2025. We had no bonuses paid in the 12 months to 31 March 2025.

Snapshot Date – 31 March 2025

Mean Hourly Ordinary Pay			Mean Gender Pay Gap
Female	Male	Total	
22.97	29.02	24.13	20.85%

Median Hourly Ordinary Pay	Median Gender Pay Gap

	Female	Male	Total	
	15.12	26.47	15.62	42.88%

	Total	Female	Male
<b>1st (lower) Quartile</b>	500	451	49
<b>2nd Quartile</b>	500	421	79
<b>3rd Quartile</b>	500	380	120
<b>4th Quartile</b>	500	367	133
<b>Organisation</b>	2000	1619	381

	Female	Male
<b>1st (lower) Quartile</b>	90.20%	9.80%
<b>2nd Quartile</b>	84.20%	15.80%
<b>3rd Quartile</b>	76.00%	24.00%
<b>4th Quartile</b>	73.40%	26.60%
<b>Organisation</b>	80.95%	19.05%

At the snapshot date, women earned 57p for every £1 that men earned (comparing median hourly rate) and made up 73.4% of employees in the highest quarter, and 90.2% of employees in the lowest paid quarter.

Women's mean gender pay gap is 20.85% lower than men's (a difference of £6.05 per hour). The median gender pay gap is £42.88 % lower than men's (a difference of £11.35 per hour).

The mean (average) gaps show the overall pay difference across the workforce, whilst the median gap (the midpoint earner) is less affected by outliers at either end of the pay distribution.

The median position has improved slightly since the 2024 snapshot date (a typical female earner moved closer to the typical male earner), the mean widened modestly.

The workforce remains predominantly female across all quartiles, which is typical of education. Men are relatively more represented in the upper quartiles (26.6%) than in the lower quartile (9.8%), which is consistent with a higher concentration of men in senior and / or higher-paid posts. Conversely, women are highly concentrated in the lower quartile (90.2%) and remain the majority at every level. These structural patterns help explain why the median gap remains sizable despite a largely female workforce.

**Our Lady of Lourdes CMAT distribution**



## How do we compare?

The mean gender pay gap for the school for the school sector is 17.1 per cent, and the median is 27.8 per cent, meaning our gender pay gap is higher than average of other multi academy schools (Employer Link 2024). Outlined below is how we compare to our sister Trusts as well as another local Trusts.

Employer Name	Mean	Median
OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY TRUST	20.85%	42.88%
ST RALPH SHERWIN CATHOLIC MULTI ACADEMY TRUST	19.84%	44.44%
ST THOMAS AQUINAS CATHOLIC MULTI ACADEMY TRUST	23.93%	46.47%
L.E.A.D. ACADEMY TRUST	20.2%	36.3%
EAST MIDLANDS ACADEMY TRUST	25.0%	32.4%

## What are the underlying causes of the gender pay gap?

The Trust acknowledges several key factors contributing to the gender pay gap:

- Role Distribution:** Women are predominantly found in lower-paid roles such as teaching assistants and support staff, while men are more likely to occupy higher-paid leadership positions. This is a common trend within the public sector and specifically in education, where a significant portion of the workforce is female.
- Structured Pay System:** The Trust's Pay Policy ensures that staff are paid fairly for 'like work'. Therefore, the gender pay gap does not arise from unequal pay for the same roles. Instead, it is influenced by the types of roles and contract arrangements that men and women hold within the Trust.
- Part-Time and Lower-Paid Roles:** A large proportion of lower-paid and part-time roles are filled by women. This affects their total number of hours worked per week, the number of weeks worked each year, and their average hourly salaries.

By addressing these factors, the Trust can work towards reducing the gender pay gap and promoting a more equitable workplace.

## Our Actions

All permanent roles within the Trust are advertised externally to provide equal opportunities for all. This is done centrally, which ensures that pay bandings are being applied consistently across the Trust. We also use the NJC job evaluation scheme to strengthen this.

This also ensures that pay bandings particularly for support staff are being applied consistently across the Trust. We are continuing to explore how our organisation can create a more even gender balance, encouraging gender neutral language across the recruitment process.

We also continue to review recruitment and selection training which is provided to those who are part of the recruitment process across the Trust to ensure the gender pay gap is promoted and to support them in erasing bias from the process. We have strengthened our Flexible Working offer to all staff across the Trust and the Board will review this data annually in line with statutory requirements and ensure that actions are in place to address the balance where it is possible to do so.

The gender pay gap is distinct from equal pay (paying men and women equally for the same work). We apply consistent pay frameworks, however, like many education organisations, our workforce profile continues to influence our overall averages.