



# Our Lady Help of Christians Catholic Academy Trust

## Gender Pay Gap Report March 2025

**SNAPSHOT DATE: 31/03/2024**

On 31st March 2024 Our Lady Help of Christians Catholic Academy Trust employed 526 people with relevant pay; 101 males and 425 females. As an organisation employing more than 250 people Our Lady Help of Christians Catholic Academy Trust is required to share its statistics relating to the “gender pay gap” between women and men employed by the Trust

This information is shared on the Trust website and the Government website. The data is set out in this report and compares the mean (average) and median (middle) hourly pay of all women and men employed across the whole Trust, irrespective of their roles. It is not a salary comparison exercise.

The data shows that men at OLHoC are, on average, paid 25.89 % (mean average) and 54.36% (median average) more per hour than women.

In our schools the figures will be affected substantially by the fact that there are many more women working in support roles that feature in the lower quartiles, such as cleaners, welfare and catering assistants, general administration staff and the majority of teaching assistants. The Trust considers the reason for this is due to these contracts being part-time / term-time only, which provide work opportunities that are attractive to females who have childcare / family commitments. There are predominantly more females across the workforce, therefore the gap between the ‘average’ female hourly rate of pay and the ‘average’ male hourly rate of pay is significantly affected. This is reflected across the four quartiles with more females in leadership roles. We have, and will continue to, actively try to recruit more female staff to address the balance The Trust believes all women and men are paid an equivalent salary for the same job role.

OLHoC is committed to the promotion of equality of opportunity for employees and supports the fair treatment of all staff. The Trust applies the national pay scales for teaching staff and uses the national pay frameworks for our support staff, commonly known as the ‘Green Book,’ to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

As a Catholic Trust, values of fairness and equality are promoted and upheld at all levels at every opportunity. Whilst we have confidence that our processes and systems operate in full transparency and

parity, as a Trust we will monitor our Gender Pay Gap along with other factors to ensure we are consistently improving in this area.

#### Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	11.45%	11.45 %	23.48 %	30.3 %
Female (% females to all employees in each quarter)	88.55%	88.55%	76.52%	69.7%

#### Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	25.89 %	54.36 %

#### Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0 % No Bonus Paid
Female employees (% paid a bonus compared to all female employees)	0 % No Bonus Paid

#### Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	0 %	0 %

#### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: Mr Mark Mountcastle      Date: 14/03/2025

Status/position: Chief Executive Officer