

2024 Gender Pay Gap Report (March 2024 data)

As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Emmaus Catholic Academy Trust is a Multi-Academy Trust, who employed 633 staff across 10 schools as at 31 March 2024 (19.3% male and 80.7% female). There are no bonus payments made to Trust staff, so there is no information to be provided for that aspect of the reporting.

Pay Gap versus Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why Emmaus Catholic Academy Trust continues to have a gender pay gap and highlights the actions we are taking to close the gap.

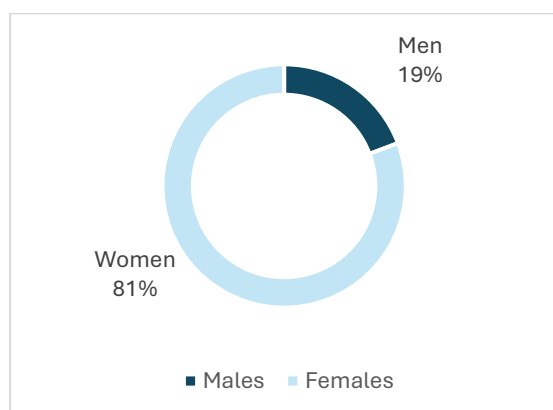
What is a 'Gender Pay Gap'?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Gender Pay Gap calculations are based on employer payroll data drawn from a specific date each year; 31st March for Emmaus Catholic Academy Trust.

Whilst an organisation may have equal pay between men and women in the same or equivalent roles, it may have a gender pay gap if it has a higher number of men in more highly paid positions, and/or a higher number of women in lower paid jobs. This will mean a higher average pay for men compared to women.

Our Results

Percentage of Men & Women Employed (March 2024)



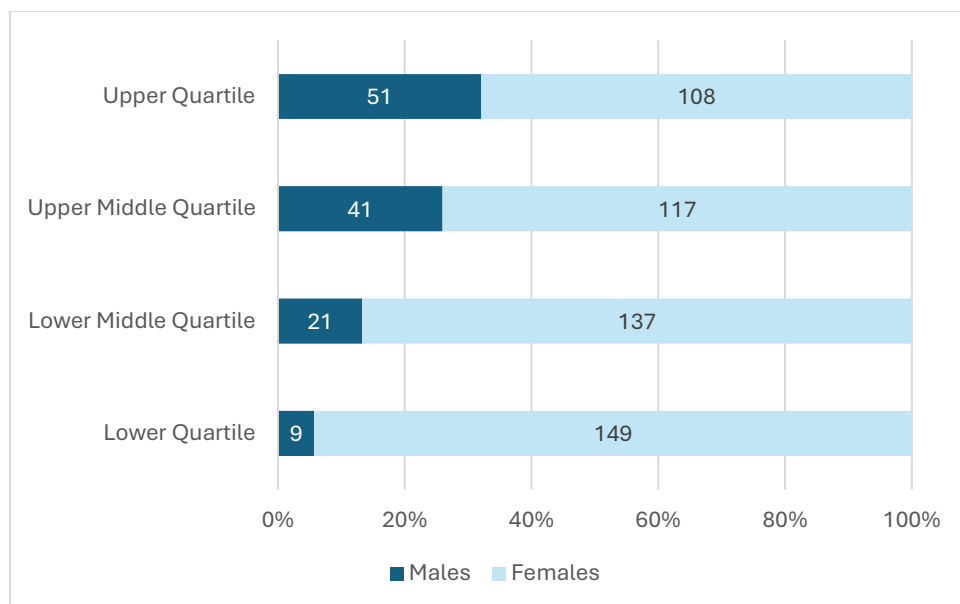
The percentage of women employed by Emmaus CAT has risen to 81% from 79% in 2023.

Our mean and median gender pay gap data

	Mean	Median
31st March 2023	22.7%	26.7%
31st March 2024	30.6%	50.9%

Proportion of men and women by pay quartile (March 2024)

The chart displays pay quartiles by gender. The data shows Emmaus Catholic Academy Trust's workforce divided into four quartiles based on hourly rates of pay. Women are well represented at every quartile in the CAT, with 67.9% of employees (108 people) in the upper pay quartile being female. The main driver of the pay gap is the over-representation of women in the lower and lower middle quartiles. Women account for 94.3% of employees (149 people) in the lower pay quartile.



	Lower	Lower Middle	Upper Middle	Upper
Male (2023 data)	8.2%	20.6%	21.4%	35.4%
Female (2023 data)	91.8%	79.4%	78.6%	64.4%
Male (2024 data)	5.7%	13.3%	25.9%	32.1%
Female (2024 data)	94.3%	86.7%	74.1%	67.9%

Mean and Median average hourly pay rates for males and females by pay quartile (March 2024):

Quartile	Males		Females	
	Mean Average	Median Average	Mean Average	Median Average
Lower	£13.15	£13.12	£13.03	£13.05
Lower Middle	£15.29	£14.97	£15.31	£14.94
Upper Middle	£27.94	£29.14	£28.79	£28.20
Upper	£51.90	£46.25	£45.45	£38.80

What does this information tell us?

Our Mean and Median gender pay gap has increased from the previous year. One key driver of this is the increase in the ratio of primary: secondary schools at Emmaus CAT, increasing since the last report (7:3 versus 4:3). It is recognised that primary schools tend to employ

predominantly female staff and the pay in primary schools is lower for both teachers and support staff due to size of settings (linked to pupil numbers) and levels of responsibility. Three of the new (additional) primary schools that joined Emmaus CAT in the reporting period included schools with in-house catering and cleaning along with wrap-around care staff - all of which are roles that tend to be paid at the lowest pay grades. It is the large number of females in the lower paid roles, which adversely affects the median average hourly rate comparison. These roles in the main offer term time and part time working and therefore are generally more popular for females than males. Attractive working patterns enable them to work around caring responsibilities. Examples of roles in the lower pay quartile are Lunchtime Organisers, Midday Supervisors, Cleaners, Teaching Assistant (Level 1), Learning Support Assistant, Breakfast Club Assistant, Receptionist.

We have seen an increase in the percentage of females paid in the Upper Quartile since March 2023 moving from 64.6% to 67.9%. This is largely driven by more females being appointed in Central Team Roles and the new Primary Heads.

We have more male staff in the Upper Pay Quartile which is driven by males in senior central team roles and Secondary Deputy Head and Headteacher roles. The Upper Pay Quartile sees higher mean and median average hourly rates of pay for men in comparison with women.

Our Actions

At Emmaus CAT we are committed to understanding our Gender Pay Gap and taking action to address the gap. We have instigated actions in the following areas:

- Staff development is a high priority at Emmaus and we provide comprehensive CPD opportunities at every stage of an employee's career journey. We spend time investing in our people, providing skills development sessions, opportunities to network and development boards. We are utilising technology to help us identify talent and opportunities for staff to progress and develop internally.
- In determining pay for our employees, we take account of national agreements for the pay of teachers and support staff and have always ensured full compliance with equal pay. We have removed potential perceived barriers for pay progression by making it automatic.
- We are committed to reviewing our employee benefits and identifying opportunities to enhance these and ensure they are valuable to staff. This includes introducing Annual Closure Days for Support Staff over the Christmas Period. We are focussed on benchmarking our family friendly policies to improve our offering for all staff, ensuring that we support our people at important stages in their lives.
- We are reviewing our recruitment practices and identifying ways in which we can widen the pool of candidates who apply to work at Emmaus.

We recognise that due to the breakdown of our workforce and the addition of further primary schools in the current academic year, it will be challenging to make a significant shift in the gender pay gap, however we are committed to reviewing and continuing to improve our practices, employee offer and opportunities.