

# XAVIER CATHOLIC EDUCATION TRUST– STATUTORY GENDER PAY GAP REPORT MARCH 25 DATA

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## INTRODUCTION

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1. This Report contains the Xavier Catholic Education Trust's standard disclosure of the gender pay gap for the multi-academy trust.
2. The Xavier Catholic Education Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.
3. This report provides both the statutory disclosures required, as well as further context around gender pay at the Xavier Catholic Education Trust.

## CONTEXT

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4. The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
5. Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970's, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

## GENDER AT THE XAVIER CATHOLIC EDUCATION TRUST

(SNAPSHOT AT 31/3/25)

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6. Overall the Xavier Catholic Education Trust has an 82.7% female and 16.1% male, with 1.2 % not disclosing across the workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentages of men at higher grades. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.
7. The mean difference in hourly pay across the Xavier Catholic Education Trust is 15.3% the average for the educational sector is XXX
8. The Xavier Catholic Education Trust data for this report includes 15 primary schools, 3 secondary schools, and the central team including Teaching School Hub and Teach South East.

## STATUTORY DISCLOSURES

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9. As explained above, the analysis of our gender pay gap data shows that almost the entirety of the pay gap has arisen because we have a relatively higher proportion of women in support roles.

#### **Difference in mean and median hourly rate of pay**

	<b>Difference in the mean hourly pay</b>	<b>Difference in the median hourly pay</b>
Pay gap. % difference male to female	15.3%	17.5%

#### **Difference in mean and median bonus pay**

	<b>Difference in the mean bonus pay</b>	<b>Difference in the median bonus pay</b>
Pay gap. % difference male to female	Not applicable	Not applicable

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

	<b>Proportion receiving a bonus</b>
Male employees (% paid a bonus compared to all male employees)	<b>Not applicable</b>
Female employees (% paid a bonus compared to all female employees)	<b>Not applicable</b>

#### **Proportion of male and female employees according to quartile pay bands**

	<b>Quartile 1. Lower</b>	<b>Quartile 2. Lower middle</b>	<b>Quartile 3. Upper middle</b>	<b>Quartile 4. Upper</b>
Male (% males to all employees in each quartile)	8%	16%	20%	20%
Female (% females to all employees in each quartile)	92%	84%	80%	80%

## **MANAGEMENT RESPONSE**

10. The Xavier Catholic Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. The Xavier Catholic Education Trust follows National and Surrey pay guidelines, for both teaching and support roles and the Trust is pleased that there is a minimal gender gap in posts recognised within the quartiles, which demonstrates that there is equality of opportunity in progression for both genders in this organisation. The Trust seeks to maximise opportunities for all employees,

regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

11. Whilst understanding that these issues face all companies and the education sector in particular, the Xavier Catholic Education Trust recognises its responsibilities and will continue to:

- Explore enhanced flexible working opportunities across all levels within the Xavier Catholic Education Trust.
- Enhance the people strategy and professional development programmes for all employees to encourage more female employees to apply for leadership positions across the key roles in schools.
- Encourage current employees to consider changes in role to enable further progression in their careers and balance the gender bias across support roles.
- Review recruitment and marketing materials to encourage both men and women into roles that have been traditionally occupied by the opposite gender.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Xavier Catholic Education Trust.

A handwritten signature in black ink, appearing to be 'James Kibble', with a long horizontal flourish extending to the right.

Signed: James Kibble

CEO