

Gender Pay Gap 2021 – 2022

As a Multi Academy Trust with over 250 staff members, Mater Christi Trust is required by law to publish our Gender Pay Gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

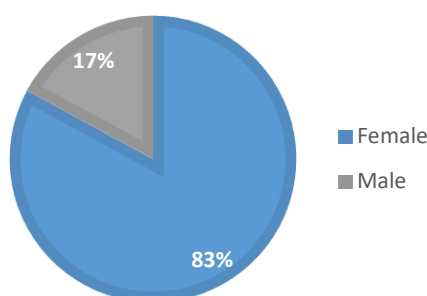
The Gender Pay Gap (GPG) is the difference in average earnings between women and men. To arrive at our figures we carry out calculations using data from a fixed representative date, the ‘snapshot date’. A Multi Academy Trust is defined in the regulations as a ‘public sector organisation’ therefore our report is based on data from the snapshot date of 31st March each year.

The report for 2021 – 2022 is the first GPG to be published by our Trust. On the snapshot date of 31st March 2022 we were a Multi Academy Trust of 8 schools. For a list of our schools please visit the Government [Get Information about Schools](#) website. The data used is across all posts both Teaching and Support Staff.

The Mater Christi Trust is committed to the promotion of equality for its staff members. All of our posts are aligned to nationally agreed pay scales and we are in the process of developing a transparent and robust suite of policies for recruitment, pay and professional development that will support us in the fair treatment of all staff, irrespective of gender.

Gender Profile

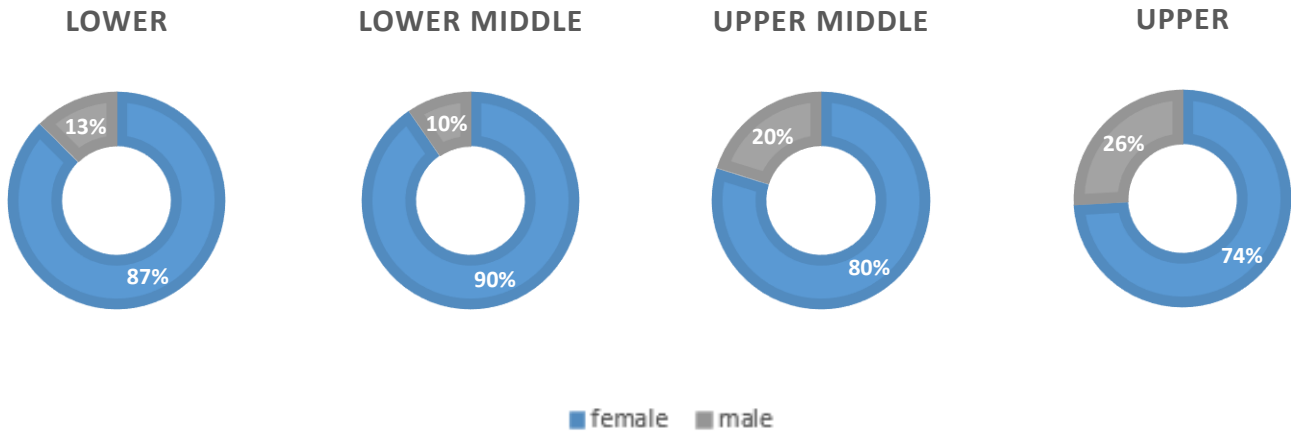
On the snap shot date of 31st March 2022, Mater Christi Trust had 416 staff members that make up part of this data set.



Total Staff Members	Females	Females %	Males	Male %
416	345	83	71	17

Pay Quartiles

This shows the gender distribution at Mater Christi Trust when staff members are placed into four equally sized Quartiles based on hourly pay.



Difference in Hourly Rate

Mean	Median
Women's mean hourly rate is 24.9% lower than men's	Women's median hourly rate is 41.3% lower than men's

Difference in Bonus Pay

There were no Bonus payments made by The Mater Christi Trust for 2021 - 2022.

Summary

All roles within our Trust follow a job profiling process and have the same remuneration regardless of gender or any other factor. The Trust believes all women and men are paid an equivalent salary for the same job role.

There is currently a higher percentage of female staff members within all pay quartiles. A large percentage of female staff members in the top quartile indicates that there is a number of successful female leaders within our Trust

However, whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (e.g. midday supervisors/teaching assistants) are overwhelmingly female. The low number of male staff in the lower pay quartiles results in average hourly pay across our Trust being higher for males.

The membership of our Trust on the snapshot date (6 Primary Schools and 2 Secondary Schools) also has influence on the gender make up and proportionate salaries. The majority of males in the data set are employed at our Secondary Schools.

Therefore, the overall GPG is a reflection of the workforce composition rather than pay inequalities.

The Trust support our staff at all levels with a number of family friendly provisions such as flexible and part time working which our (predominately female) staff members can choose to apply for. This ensures that all staff members have the opportunity to continue progressing in their careers within our Trust.

Our Trust is dedicated to closing the gender pay gap and will continue to promote equality and diversity within the education-based workforce.

Jacky Kennedy
Chief Executive Officer
The Mater Christi Multi Academy Trust