

Narrative Statement – Corpus Christi Catholic Academy Trust

Gender Pay Gap Report Snapshot date of 31 March 2025

The Corpus Christi Catholic Academy Trust is responsible for the running of 2 high schools and 13 primary schools within the Catholic Diocese of Shrewsbury.

The gender demographic for 616 eligible employees at 31 March 2025

Gender	Number	%
Male	99	16.07%
Female	517	83.93%

The Mean and Median Gender Pay Gap

- The **mean** gender pay gap for the Trust is 14.36%.
- The **median** gender pay gap for the Trust is 31.34%.
- There is no bonus scheme in operation across the Trust.

Pay quartiles by gender

Women represent 96.8% of the lower quartile and 78.6% of the upper quartile.

Quartiles	Males	Females	Description
Upper	21.4%	78.6%	Upper quartile includes employees with the highest hourly pay, representing the top 25% of earners.
Upper-middle	21.4%	78.6%	Includes employees whose hourly rate of pay is above the median but at or below the upper quartile.
Lower-middle	18.2%	81.8%	Includes employees whose hourly rate of pay is above the lower quartile but at or below the median.
Lower	3.2%	96.8%	Includes employees with the lowest hourly rates of pay, representing the bottom 25% of earners in the Trust.

These figures reflect the structure and composition of the Trust’s workforce rather than unequal pay for equal work. The Trust operates a single pay framework for both teaching and support staff and men and women are paid the same rates for the same or equivalent roles in accordance with national and local pay agreements.

The gender pay gap arises primarily from patterns in workforce distribution. In particular, a higher proportion of women are employed in lower-paid, part-time and term-time support roles. In contrast, men are proportionally more represented in higher-paid roles when compared with the overall workforce profile, although women continue to hold the majority of roles across the Trust, including at senior levels.

These patterns are influenced by the wider context of the education sector, which typically has a higher proportion of female employees. As at 31 March 2025, women represented 83.93% of the Trust's workforce.

The Trust is committed to the principles of equality of opportunity and equal treatment for all employees, regardless of age, disability, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sex, sexual orientation or gender reassignment. The Trust applies a clear policy of paying employees equally for the same or equivalent work, regardless of gender or any other protected characteristic.

In support of this commitment, the Trust:

- provides training for managers and staff involved in appraisal and pay review processes;
- operates agreed and transparent pay structures for both teaching and support staff;
- undertakes regular pay monitoring and review activity across the Trust; and
- evaluates job roles and pay grades to ensure a fair and consistent approach.

The distribution of men and women across the pay quartiles reflects the overall workforce profile. The lower quartile has a higher representation of women, reflecting the concentration of women in lower-paid roles. As at 31 March 2025, women made up 96.8% of the lower pay quartile, compared with 3.2% men.

Women are also well represented across higher pay levels within the Trust. References to senior and leadership roles are provided for contextual understanding only and sit separately from the statutory pay quartile analysis, which is calculated solely using hourly pay.

In interpreting the gender pay gap data, it is also relevant to note differences in workforce composition across phases. While the sector overall remains predominantly female, the proportion of female teaching staff is higher in primary schools than in secondary schools. As at 31 March 2025, 82.22% of teaching staff in primary schools were female, compared with 66.07% in secondary schools.

All figures included in this report have been calculated in accordance with the methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of the Trust's gender pay gap?

Under equal pay legislation, men and women are entitled to receive equal pay for the same or equivalent work. This includes work that is the same or broadly similar, work rated as equivalent under a job evaluation scheme, or work of equal value.

The Trust complies fully with these legal requirements. The gender pay gap reported does not indicate unequal pay for equal work; rather, it reflects the distribution of men

and women across the workforce and the structural composition of roles and working patterns within the organisation.

Broader UK Trends Reflected in the Trust

Across the wider UK labour market, gender pay differences are commonly influenced by variations in workforce composition, including differences in roles, working patterns and occupational distribution. Women are more likely to work part-time or in roles with lower average pay, while men are proportionally more represented in higher-paid roles.

Similar patterns can be seen within the Trust's workforce. A higher proportion of women are employed in front-line and support roles, many of which are part-time or term-time, while men are proportionally more represented in certain higher-paid roles when compared with the overall workforce profile. These factors contribute to the gender pay gap within the Trust and reflect structural trends commonly observed across the education sector and the wider labour market.

Pay quartile analysis:

The distribution of employees across the pay quartiles reflects differences in hourly pay across the workforce. In the lower quartile, women accounted for 96.8% of employees, reflecting their higher representation within lower-paid roles. In the upper quartile, women represented 78.6% of employees.

The variation in the representation of men and women across the pay quartiles contributes to the overall gender pay gap reported for the Trust.

How does the Trust's gender pay gap compare with that of other organisations?

Gender pay gaps are reported across the majority of organisations in the UK. Differences in workforce composition, sector-specific roles, working patterns and organisational structures mean that gender pay gap figures vary widely between employers.

National gender pay gap statistics published by the Office for National Statistics (ONS), using data from the Annual Survey of Hours and Earnings (ASHE), indicate that gender pay gaps continue to exist across the wider UK labour market at both mean and median levels. While these figures provide useful context, direct comparisons between individual organisations and national averages should be treated with caution due to differences in workforce size, sector and occupational structure.

For the snapshot date of 31 March 2025, the Trust's gender pay gap figures are as follows:

- Mean gender pay gap: 14.36%

- Median gender pay gap: 31.34%

The Trust's mean gender pay gap reflects overall average hourly pay differences between men and women across the organisation. The median gender pay gap is higher, reflecting the distribution of men and women across different roles, working patterns and pay bands within the Trust, rather than unequal pay for equal work.

The Trust's gender pay gap therefore arises from workforce composition and structural factors. In particular, women are more highly represented in lower-paid, part-time and term-time roles, while men are proportionally more represented in higher-paid roles when compared with the overall workforce profile. These structural patterns are commonly observed within the education sector and across the wider labour market.

What is the Trust doing to address its gender pay gap?

The Trust recognises the importance of understanding and, where possible, addressing its gender pay gap and is committed to promoting equality and fairness across its workforce. While the Trust seeks to take appropriate and proportionate steps to support this aim, it also recognises that some influencing factors, such as workforce composition and occupational patterns within the education sector, are not wholly within its control.

The Trust focuses on actions that support equality of opportunity, transparency and fair treatment across all roles and levels. Measures currently in place include:

- monitoring the proportions of men and women leaving the Trust and the reasons for leaving through exit interviews;
- monitoring the gender profile of applicants and appointments across the Trust;
- monitoring the distribution of men and women across different roles and pay bands;
- monitoring requests for flexible working arrangements by gender, where roles permit;
- monitoring the proportions of men and women applying for, and achieving, promotion; and
- monitoring the return rates of men and women following maternity, paternity or other parental leave.

The Trust continues to strengthen its recruitment and selection practices in line with its Recruitment and Selection Policy. Job advertisements are written using gender-neutral language and appointment decisions are based on objective criteria, structured assessment processes and, where appropriate, gender-balanced selection panels.

The Trust applies nationally agreed pay frameworks, including the School Teachers' Pay and Conditions Document and National Joint Council pay scales for support staff. These frameworks ensure that employees are paid in accordance with the role they undertake, using the same grading and pay structures regardless of gender.

The Trust also supports flexible working, where operationally feasible, in line with its Flexible Working Policy. Roles at all levels are considered for flexible working arrangements, and flexible working is not limited to part-time roles.

Investment in professional development remains a priority. The Trust encourages staff to access training and development opportunities. Access to development opportunities is monitored to support fairness and consistency across the workforce.

Supporting parents and carers

The Trust supports a range of working patterns, where appropriate to the role, to help employees balance work with caring responsibilities. A large proportion of employees work on term-time-only contracts. In addition, some support roles are operated on annualised hours arrangements, which allow contracted hours to be worked predominantly during the school term, subject to operational requirements.

These arrangements support flexibility within the workforce; however, the Trust recognises that such measures alone will not remove the gender pay gap and that any impact may be gradual. The Trust remains committed to reporting annually on its gender pay gap position and on the actions it is taking to support fairness and transparency.

The Trust intends to continue developing its understanding of the factors influencing its gender pay gap by extending evidence-gathering to include qualitative insights. This will include engagement across different roles and levels within the Trust to better understand perceived barriers and enablers to progression.

While transparency can support positive change, the Trust will not pursue actions solely to reduce reported figures where this would compromise fairness, values or workforce integrity. Instead, the Trust aims to provide a clear and honest explanation of its gender pay gap position within the context of the education sector.

The Gender Pay Gap report for the 2025 reporting year for Corpus Christi Catholic Academy Trust is available at the following link: <https://gender-pay-gap.service.gov.uk/employers/14609/reporting-year-2025>