

Gender Pay Gap Report 2025/2026

Introduction

At St Teresa of Calcutta Catholic Academy Trust, we are committed to fairness, equality, and transparency in pay and employment practices. This report sets out our gender pay gap figures, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in average pay between men and women across the organisation. It is important to distinguish this from equal pay, which relates to paying men and women equally when they carry out the same or equivalent jobs. The Trust fully adheres to this legal requirement and ensures equal pay across all roles.

Understanding the Measures

Mean (average): This is calculated by adding up all employees hourly pay and dividing by the number of employees. It can be affected by very high or very low salaries.

Median (middle value): This is the midpoint of all employees' hourly pay when listed from lowest to highest. Half of employees earn more than this figure, and half earn less. The median is often seen as a fairer reflection of 'typical' pay because it is less affected by very high or very low salaries.

Quartiles: Employees are ranked according to their hourly pay and then divided into four equal groups (quartiles). The lower quartile represents the lowest 25% of earners, while the upper quartile represents the highest 25%. Examining the proportion of men and women in each quartile provides insight into how male and female employees are distributed across different pay levels

Key Figures

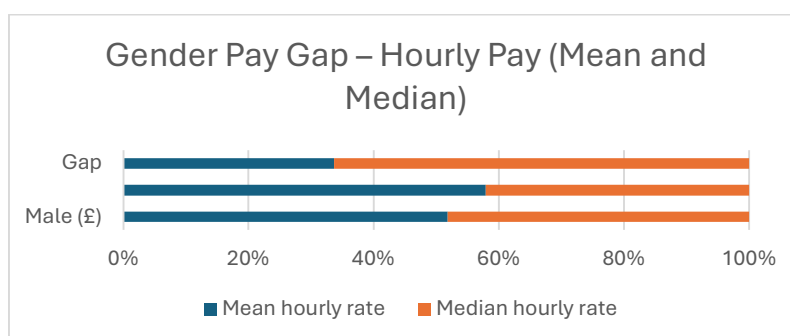
Total Employees: 440

Male employees: 112 (25.5%)

Female employees: 328 (74.5%)

Mean and Median Pay Gap

Category	Male (£)	Female (£)	Gap
Mean hourly rate	32.36	26.38	18.46%
Median hourly rate	30.07	19.15	36.31%



The mean hourly pay gap stands at 18.5%, with men earning £32.36 compared to £26.38 for women. The median gap is higher at 36.3%, with men at £30.07 and women at £19.15, reflecting that women are more concentrated in lower-paid roles. It is important to note, however, that women make up the majority of the workforce. This high level of female representation, particularly in support and entry-level roles, can skew the data and amplify the reported pay gap compared with organisations with a more balanced gender profile.

Bonus Pay

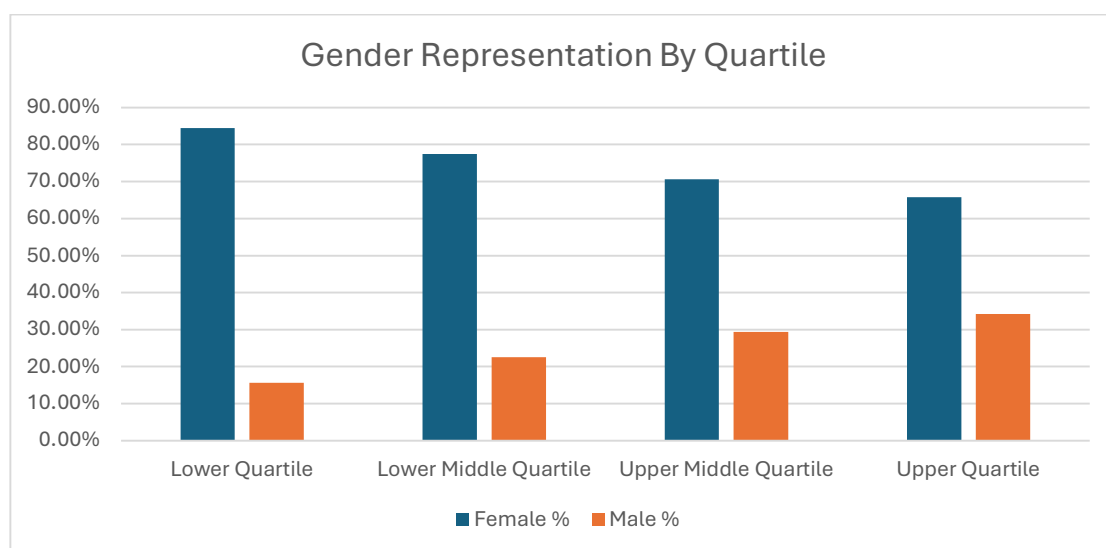
No employees, male or female, received a bonus in this reporting year.

Mean bonus pay gap: 0%

Median bonus pay gap: 0%

Pay Quartiles

Quartile	Female %	Male %
Lower Quartile	84.40%	15.60%
Lower Middle Quartile	77.48%	22.52%
Upper Middle Quartile	70.64%	29.36%
Upper Quartile	65.77%	34.23%



Pay Quartiles Analysis

The distribution of female and male employees across pay quartiles shows that women form the majority in every band, from the lowest quartile through to the highest.

- Lower Quartile (84.4% female, 15.6% male): Women are strongly represented in entry-level and support roles, reflecting the Trust's ability to attract women into early career positions.
- Lower Middle Quartile (77.48% female, 22.52% male): Female representation remains high, though the proportion of men increases compared to the lowest quartile, suggesting a gradual rebalancing of gender distribution.
- Upper Middle Quartile (70.64% female, 29.36% male): The trend continues with male representation rising further, indicating that men are more prevalent in middle management or higher-paid teaching roles.
- Upper Quartile (65.77% female, 34.23% male): Women still form the majority at the most senior level, but the gender gap narrows considerably, highlighting that men are proportionally more represented in higher-paid positions than in lower quartiles.

The quartile data demonstrates that St Teresa of Calcutta Multi Academy Trust has a predominantly female workforce, with women representing the majority at every level. While male representation increases in the higher quartiles, women still hold most senior positions. This provides a positive platform for the Trust to strengthen opportunities for advancement and continue working towards a more balanced distribution across all pay levels.

Benchmarking

The benchmarking data compares the gender pay gap at St Teresa of Calcutta Multi Academy Company with other Multi Academy Trusts in Birmingham and the surrounding region.

Employer Name	Gender Pay Gap Hourly Pay Mean Percent	Gender Pay Gap Hourly Pay Median Percent	Percentage of women in Lower Quartile	Percentage of women in Lower Middle Quartile	Percentage of women in upper middle quartile	Percentage of women in Upper Quartile
EMMAUS CATHOLIC MULTI ACADEMY COMPANY	18	36.7	91.53	88.89	77.78	79.49
LUMEN CHRISTI CATHOLIC MULTI ACADEMY COMPANY	21.5	21	93.2	89	78.8	74.4
ORMISTON ACADEMIES TRUST	16.41	28.5	83.43	77.47	67.25	63.23
OUR LADY OF ALL SAINTS MULTI ACADEMY COMPANY	24.71	37.41	90.22	91.89	89.67	80.98
ST. JOHN PAUL II MULTI ACADEMY COMPANY	14.3	29.4	77.86	87.8	80.48	69.68
St TERESA OF CALCUTTA MULTI ACADEMY TRUST	18.46	36.31	84.4	77.48	70.64	65.77

Executive Summary

St Teresa of Calcutta Multi Academy Trust maintains a strong female workforce, with women representing the majority in every pay quartile, including senior roles. The Trust's mean gender pay gap of 18.46% is broadly in line with sector benchmarks, while the median gap of 36.31% highlights the opportunity to strengthen progression pathways into higher-paid positions.

The benchmarking data also reflects several positive aspects of the Trust's workforce profile. At entry level, women account for 84.4% of staff, showing that the Trust remains an attractive employer for women starting their careers. Unlike some organisations where female representation in lower bands exceeds 90%, the Trust has a more balanced mix, demonstrating inclusivity across genders. At the upper quartile, women continue to hold a majority (65.8%), providing a strong platform to build further progression into the highest-paid roles.

Taken together, these results demonstrate both a solid foundation and a clear opportunity for growth. The Trust is committed to using this insight as a driver for positive change, strengthening leadership opportunities and ensuring equitable pathways for advancement, so that pay distribution becomes more balanced over time.