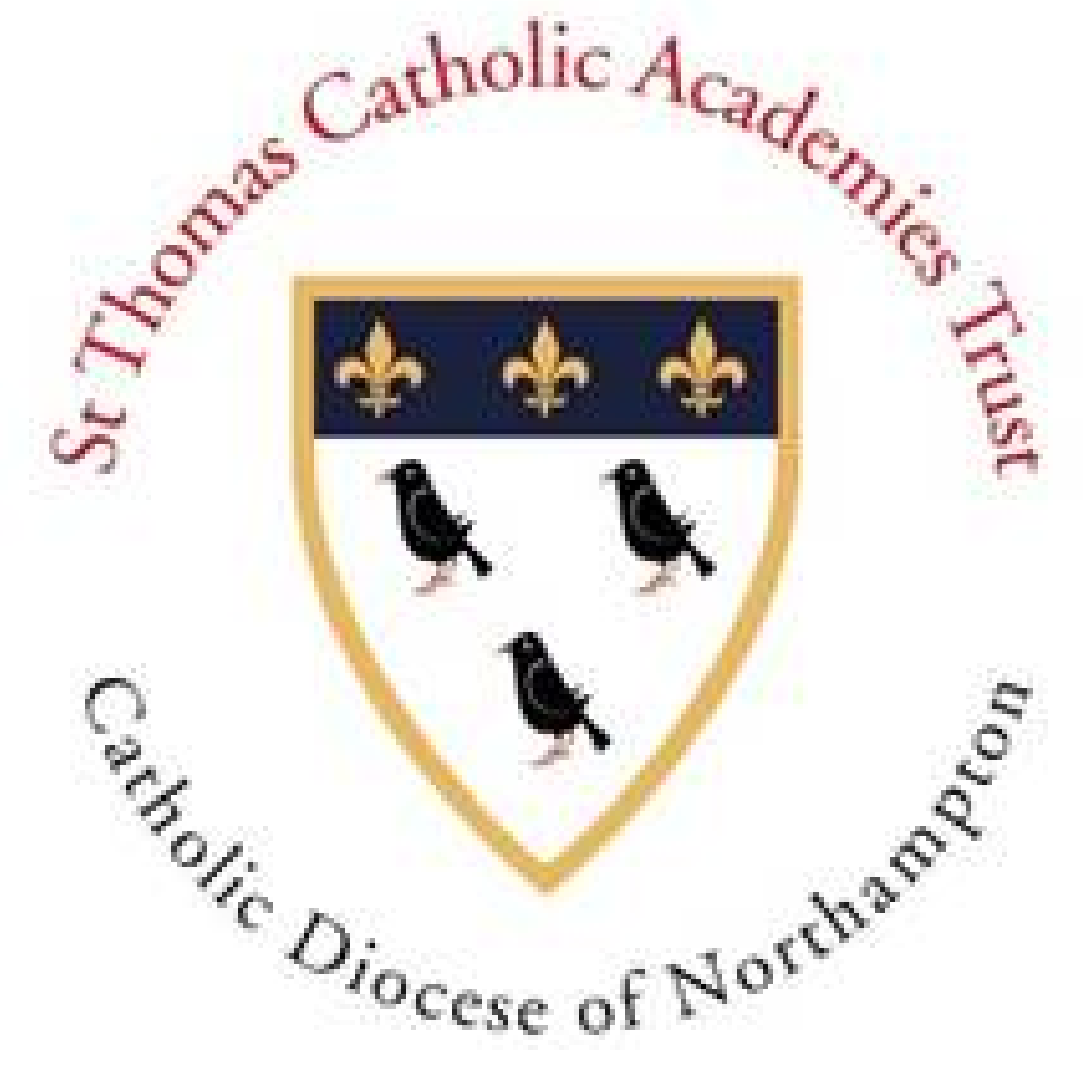


GENDER PAY GAP 2023

PRODUCED BY DATAPLAN PAYROLL LIMITED



PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 22.3% lower than men's	Women's median hourly rate is 30.8% lower than men's

When comparing mean hourly rates, women earn **83.7p for every £1** men earn

When comparing median hourly rates, women earn **69.2p for every £1** men earn

PAY QUANTILES

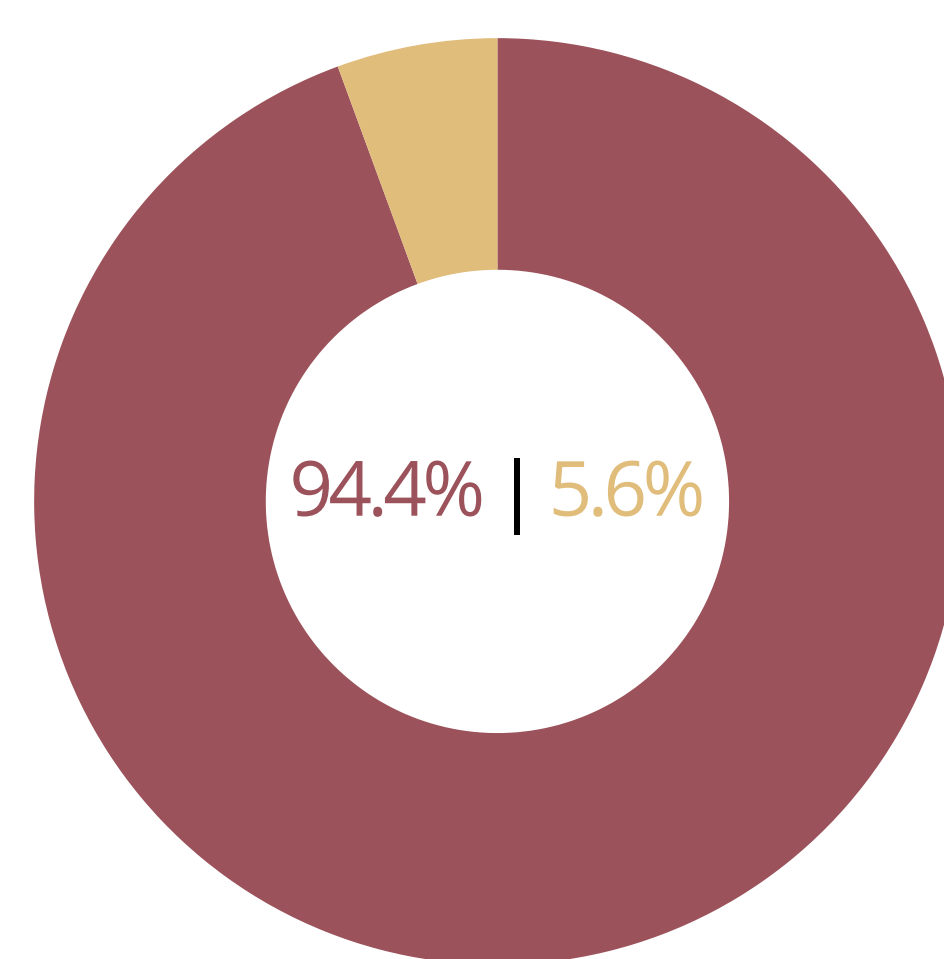


MALE

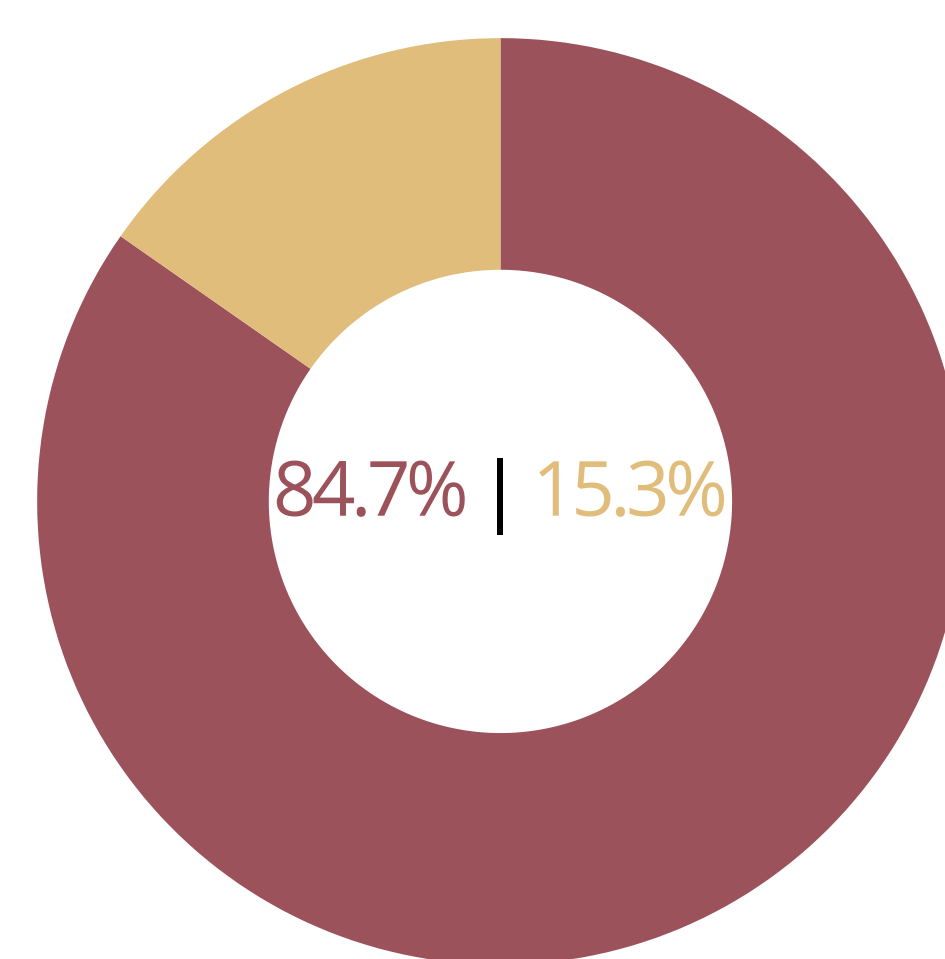


FEMALE

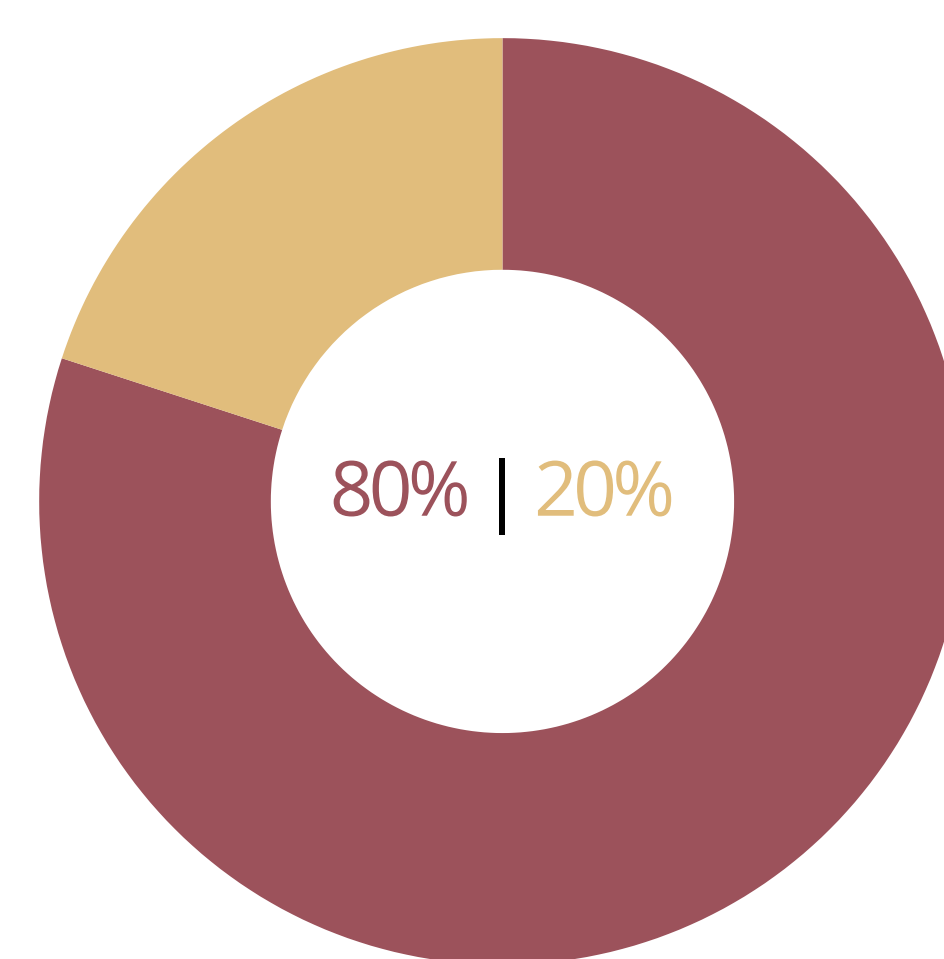
The image below shows the gender distribution at St Thomas Catholic Academies Trust when colleagues are placed into four equally sized quartiles based on pay



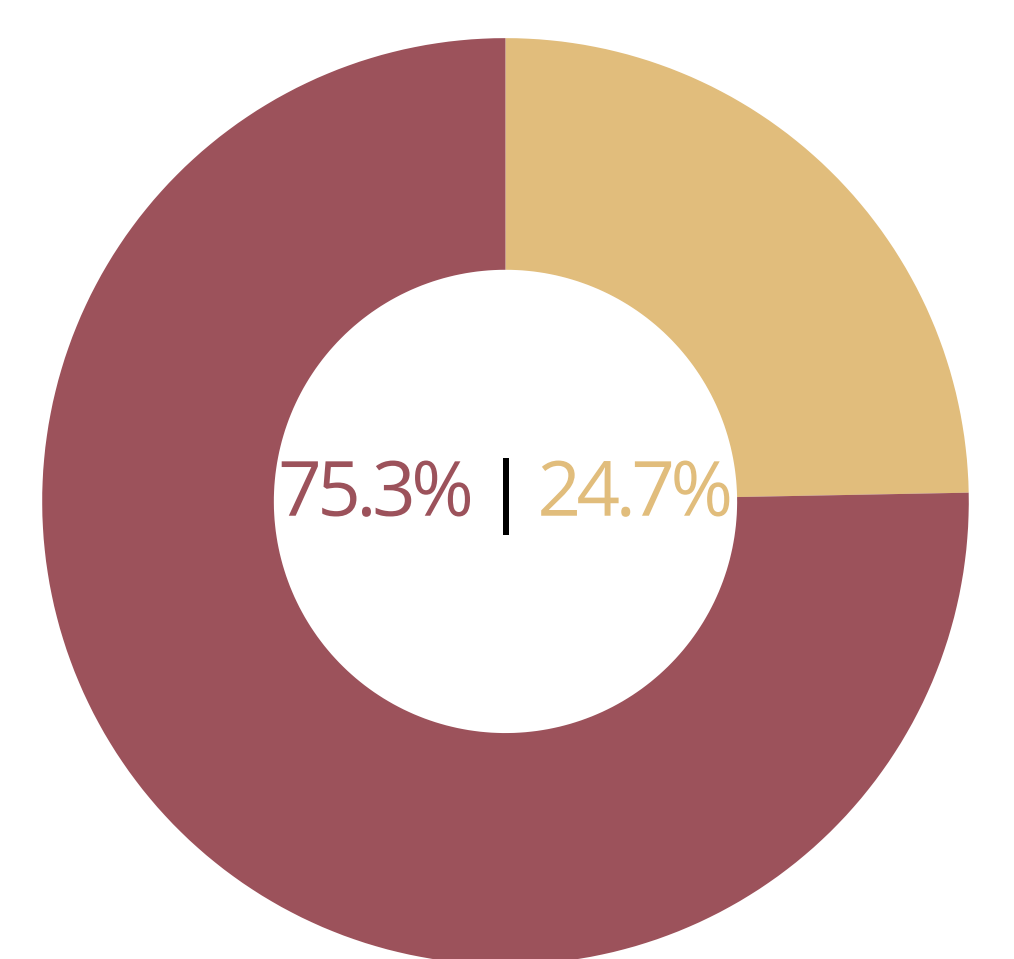
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from **Joe Richardson**, Strategic Executive Leader of St Thomas Catholic Academies Trust

Gender Pay Gap – St Thomas Catholic Academies Trust
Published March, 2024

We are an equal opportunities employer and pay staff on merit rather than gender. Each role within the Academy Trust has been evaluated by an independent HR Provider using a nationally recognised scheme and members of staff regardless of their gender are paid in accordance with that evaluation.

Teaching staff including members of the senior leadership teams are paid in line with nationally agreed terms and conditions. Members of staff in the same roles are paid on the same scale regardless of their gender.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, St Thomas Catholic Academies Trust is required to carry out Gender Pay Gap Reporting

Joe Richardson

Joe Richardson | Strategic Executive Leader | St Thomas Catholic Academies Trust