

GENDER PAY GAP 2025

Produced by Dataplan Payroll Limited



St Thomas
Catholic Academies Trust

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN

Women's mean hourly rate is 18.9% lower than men's.

MEDIAN

Women's median hourly rate is 28.9% lower than men's.

When comparing mean hourly rates, women earn 81.1p for every £1 men earn.

When comparing median hourly rates, women earn 71.1p for every £1 men earn.

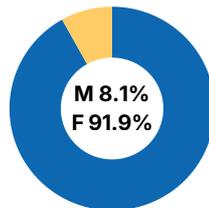
PAY QUARTILES



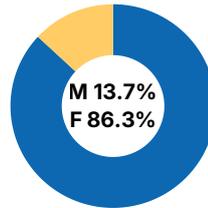
Male



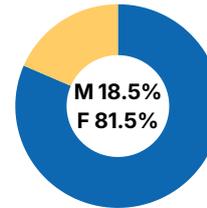
Female



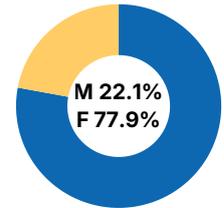
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

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

A message from **Mark McLaughlin**, Chief Executive Officer of St Thomas Catholic Academies Trust

Gender Pay Gap – St Thomas Catholic Academies Trust

Published March, 2026

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

Mark McLaughlin, Chief Executive Officer, St Thomas Catholic Academies Trust