The Bishop Konstant Catholic Academy Trust
Learning Communities, Inspired by Faith

GENDER PAY GAP REPORT: SNAPSHOT DATE 31 MARCH 2025

The Bishop Konstant Catholic Academy Trust, in accordance with the Equality Act 201 (Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. This involves carrying out calculations that show the difference between the average earnings of men and women in our Trust.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The results of these statutory calculations are shown below:

Difference in hourly rate of pay		
	Mean hourly pay	**Median hourly pay**
Females	£21.02 (2024: £19.92)	£13.17 (2024: £12.39)
Males	£30.95 (2024: £27.30)	£30.07 (2024: £25.09)
% difference	32.09% (2024: 27.05%)	56.19% (2024: 50.63%)

% of men and women receiving bonus pay	
Females (% paid bonus compared to all female employees)	Not applicable
Males (% paid bonus compared to all male employees)	Not applicable

Difference in bonus pay		
	Mean bonus pay	**Median bonus pay**
Females	Not applicable	Not applicable
Males	Not applicable	Not applicable
% difference	Not applicable	Not applicable

% of men and women in each hourly pay quarter		
	Female	**Male**
Lower	94.71% (2024: 93.59%)	5.29% (2024: 6.41%)
Lower middle	88.94% (2024: 88.46%)	11.06% (2024: 11.54%)
Upper middle	85.90% (2024: 83.26%)	14.10% (2024: 16.74%)
Upper	72.57% (2024: 76.07%)	27.43% (2024: 23.93%)

Supporting statement

I confirm that the information published here is accurate.

Signature: h. Sutton **Date:** 20 August 2025

Position: Chief Executive Officer

Optional supporting narrative

On snapshot date there were 906 full pay relevant contracts, 86% female and 14% male. The percentage of female to male members of staff is highest at the lower grades of the organization, with 95% of those in the lower quartile being female employees; however, in the highest quartile females still make up 73%. The comparatively small numbers of male employees within the organisation make meaningful comparisons difficult, as females vastly outnumber males at all levels across the organisation. Our

organisation has significant female representation at the highest level, with the Chief Executive, Chief Financial Officer, Executive Headteachers and most of the Trust's headteachers being female. We will endeavour to ensure this position is strengthened by continuing to offer meaningful work at all levels, including well-paid senior roles.

The overall figures for the Trust do not, however, tell the full story. Within the Trust, females occupy a full spectrum of roles from Headteachers, teachers, operational specialists, teaching assistants, nursery nurses, site managers, caterers, lunchtime supervisors and cleaners. This gives an average for gender pay gap purposes based on the full spectrum of roles. Males within the organisation tend to occupy Headteacher, teacher, IT and site manager roles and there are fewer males in lower paid roles such as teaching assistants, administrators, lunchtime supervisors and cleaners. This gives an average for gender pay gap purposes based on a much narrower spectrum of roles than for the females within the organisation.

As with most schools, the organisation is made up of two distinct workforces: teachers and support staff. Most support staff roles are term time contracts, which reduces the notional hourly rate of pay when calculated according to the guidance. In general, these term-time roles are more often occupied by female staff; the few male support staff are more likely to be in all-year-round roles such as premises management.

This seems to be because our term-time roles tend to attract predominantly female employees who are working around caring responsibilities. However, the Trust welcomes male applicants for these roles and operates an open and transparent system of recruitment which seeks to eliminate bias in recruitment and avoid any unconscious stereotyping. We seek to recruit the best person for the job, regardless of sex. The Trust supports staff of both sexes by offering flexible working, including term-time and part-time hours to fit around childcare responsibilities, but so far this does not seem to have had a significant impact on attracting males into female-dominated roles. The notion of females as the primary carers is ingrained within our society and will take some time to change, although increasingly males are taking on caring responsibilities and therefore seeking out this type of role.

All our posts are aligned to nationally agreed pay scales: for teachers we use pay scales based on the School Teachers Pay & Conditions Document and for non-teaching staff we use pay scales set by the National Joint Council. Our disparity is less to do with sex and more to do with the differences in pay levels between teaching and non-teaching staff.

Within the constraints of national pay scales, we do attempt to ensure that staff undertaking roles of equal responsibility are paid at the same rate, irrespective of sex. We operate a job evaluation scheme to ensure there is pay parity across the Trust. This helps to ensure that the value/worth of a job in relation to other jobs within the organisation is assessed in a systematic way, irrespective of whether those roles are predominantly occupied by male or female staff. The overall gender pay gap is therefore a reflection of workforce composition rather than latent pay inequalities. We are successful at encouraging female staff into higher paid roles; our challenge is to encourage more male employees into the lower-paid roles currently dominated by female staff.