



## Christus Catholic Trust Gender Pay Gap Report 30 March 2025

**Snapshot date:**

31 March 2024

**Employee headcount:**

250 to 499 employees

**Introduction**

The Christus Catholic Trust is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The government requires us to submit and publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year. This involves carrying out a number of calculations that show the difference between the average earnings of men and women in our organisation.

The gender pay gap is reported using the following data:

- Mean: Average hourly pay
- Median: The mid-point of the hourly rate of all salaries when organised from lowest to highest
- Bonuses: The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median)
- Quartiles: The distribution of gender in each pay quartile (i.e.: organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)

In order to calculate the Trust's gender pay gap, we have used the data from all staff who fall into the category of a 'Relevant Full Pay Employee' as defined in the Government guidance. This includes all school and central Trust staff, regardless of their contractual terms and conditions, but excludes staff who were not paid their usual full basic pay because they were on leave. This includes employees on unpaid annual leave, maternity, paternity, adoption, parental or shared parental leave, reduced pay/unpaid sick leave, unpaid special leave or any other forms of leave (for example, study leave or sabbaticals)

## Main facts and Figures

In the Trust:

- women earn 82p for every £1 that men earned (comparing median hourly pay).
- women made up 96.2% of employees in the highest paid quarter, and 97.4% of employees in the lowest paid quarter.

## Hourly Pay

In the Trust:

- women's median hourly pay was 17.5% lower than men's – this means they earned 82p for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 3.8% lower than men's.

## Pay quarters

In this organisation, women made up:

- 96.2% of employees in the upper hourly pay quarter (highest paid jobs)
- 87.2% of employees in the upper middle hourly pay quarter
- 98.7% of employees in the lower middle hourly pay quarter
- 97.4% of employees in the lower hourly pay quarter (lowest paid jobs)

## Bonus Pay

In this organisation,

- No bonuses were paid.

## Gender Analysis

at 31.03.2024

Gender	No of Employees	Mean Pay Gap	Median Pay Gap	Lower hourly pay quartile	Lower middle hourly pay quartile	Upper middle hourly pay quartile	Upper hourly pay quartile
Female	296	3.8%	17.5%	97.4%	98.7%	87.2%	96.2%
Male	16			2.6%	1.3%	12.8%	3.8%

at 31.03.2023

Gender	No of Employees	Mean Pay Gap	Median Pay Gap	Lower hourly pay quartile	Lower middle hourly pay quartile	Upper middle hourly pay quartile	Upper hourly pay quartile
Female	240	11.6%	31.3%	98.4%	98.4%	90.5%	95.2%
Male	11			1.6%	1.6%	9.5%	4.8%