

GENDER PAY GAP REPORT 2024

Plymouth CAST as an employer is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.

The effective date for reporting was 31st March 2025, based on a snapshot of data as of April 2024. At that time, the Trust had 1071 full pay relevant employees, of which 119 were male and 952 were female.

Plymouth CAST operates as an equal opportunity employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), in respect of recruitment, performance management and employee development opportunities. Gender plays no part in the assessment of salary grades at the Trust.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full pay relevant employees receive: **17.42%**. This means that, overall, female employees receive lower pay than male employees do.
2. The Median Gender Pay Gap – The difference between the median hourly rate that male and female full-pay relevant employees receive: **59.62%**. This means that typically female employees receive lower pay than male employees do.
3. The Mean Bonus Gender Pay Gap – This indicator is not applicable to Plymouth CAST.
4. The Median Bonus Gender Pay Gap – This indicator is not applicable to Plymouth CAST.
5. The proportion of males and females receiving a bonus payment – This indicator is not applicable to Plymouth CAST.
6. The proportion of males and females in each quartile pay band:

Quartile	Male	Female
Upper	13.10%	86.90%
Upper Mid	19.40%	80.60%
Lower Mid	4.90%	95.10%
Lower	7.10%	92.90%



Supporting Statement and Narrative

The gender pay gap (GPG) at Plymouth CAST Multi-Academy Trust can be partly attributed to the higher take up of appointments/positions in Trust schools by female staff who seek part-time or more flexible working and/or support staff roles attracting a lower salary. The Trust attracts a high proportion of its workforce from the local community. These tend to be female applicants looking for term-time flexible contracts, often to match childcare responsibilities, whether this is by choice or circumstance. The Trust also employs a number of apprentices (predominantly females) who are paid on the minimum wage for their age.

The workforce of the Trust is made up of leadership and management, teaching and support staff positions. Salaries are paid in accordance with the nationally agreed terms and conditions of service for both teaching and support staff. The Greater London Provincial Council (GLPC) Job Evaluation Scheme is now used to evaluate support staff roles across all Trust schools regardless of their Local Authority area. This ensures that men and women, who undertake the same job, or similar jobs of equal value, are remunerated on an equal basis. Whilst our data is not as equal as we would like, this is not because of paying men and women different rates of pay for undertaking the same or similar role.

It should be noted that the Trust's data is broadly similar with other educational Trusts, as they also contend with certain posts being more attractive to prospective female applicants.

To gain a better balance and to begin to close the gap, the Trust will continue to work on the following:

- Identifying the proportions of men and women applying for vacancies and being appointed, this will include those applying for and obtaining promotions.
- Continued implementation of middle and senior leadership development programmes which are equally accessible to all staff.
- Encourage both teaching and support staff at all levels to participate in CPD and training.
- Continue to use the Trust Flexible Working policy to help to recruit and retain employees.
- Review the pay structure for apprentices.

Whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender, so that we are able to achieve our aim of providing an outstanding Catholic education for every one of our pupils.

Rose Colpus-Fricker
Chief Operating Officer