

## GENDER PAY GAP REPORT 2022

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 31<sup>st</sup> March 2023, based on a snapshot of data as of March 2022. At that time, the trust had 1,014 Full Pay Relevant Employees, of which 109 were male and 905 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: **18.0%**. 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: **24.7%**. 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	17.26%	82.74%
Upper Mid	14.33%	85.67%
Lower Mid	6.37%	93.63%
Lower	5.77%	94.23%

### Supporting Statement and Narrative

It is not unusual for Multi-Academy Trusts of our size and type to report large mean and median pay gaps. Our mean gap is in line with the national average for organisations employing a large number of professional staff. Our median gap is larger, reflecting the imbalance in the numbers of staff employed in our support functions, such as teaching assistants, mealtime assistants and administration roles, many of which are part time and are not as attractive to males as evidenced by job application rates. However, there has been a reduction in the mean and median percentage gap compared with the figures reported in 2021.

We are pleased to see our gender pay gap has reduced, however we recognise that the gap needs to be narrowed further and as a trust we continue to engage in processes designed to help females within the organisation develop and grow. These are as follows:

- 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 CPD and training.
- Continue to use the Trust Flexible Working policy to help to recruit and retain employees.

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.

A handwritten signature in black ink, appearing to read 'R Colpus-Fricker', with a horizontal line extending to the right.

Rose Colpus-Fricker  
Chief Operating Officer



Plymouth CAST  
Multi Academy Trust

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