

Gender Pay Gap Report for Our Lady and All Saints Catholic Multi Academy Company

This report sets out the gender pay gap statistics for Our Lady and All Saints Multi Academy Company ("The MAC"). The MAC was formed in April 2021.

This Gender Pay Gap Report is based on relevant data as at 31 March 2024. At the point of data capture, The MAC employed 650 staff occupying 737 roles. Of the 650 staff, 87.38% were female and 12.62% male.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The MAC is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The MAC adheres to national teaching pay scales for teaching staff and NJC pay scales for support staff.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Gender pay gap

	2024	2023	2022
Male Employees	82	91	95
Female Employees	568	561	578
Total Employees	650	652	673
Mean Male Hourly Rate	£28.86	£26.92	£24.42
Mean Female Hourly Rate	£21.73	£19.45	£18.26
Mean Gender Pay Gap	24.71%	25.90%	25.23%
Median Male Hourly Rate	£25.08	£23.56	£21.82
Median Female Hourly Rate	£15.70	£13.17	£12.17
Median Gender Pay Gap	37.41%	44.09%	44.21%

Bonus pay

The MAC does not pay Bonuses to Staff

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

Quartile	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
1 Lower	9.78%	90.22%	10.20%	89.80%	9.18%	90.82%
2 Lower Middle	8.11%	91.89%	9.14%	90.86%	9.64%	90.36%
3 Upper Middle	10.33%	89.67%	10.20%	89.80%	12.24%	87.76%
4 Upper	19.02%	80.98%	23.43%	76.57%	19.90%	80.10%