



Gender Pay Gap 2025

Reporting Period 2023-2024



FORMING LIVES READY TO FACE THE FUTURE





1. Introduction & Legal Context

As an employer with over 250 employees, Nicholas Postgate Catholic Academy Trust is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish annual figures on our gender pay gap. This requirement applies to all public sector bodies with at least 250 employees and involves capturing data as of 31 March each year.

It is important to note that 'gender pay gap' reporting is not the same as an assessment of equal pay. At NPCAT, staff in similar roles are paid according to nationally agreed pay bandings, ensuring no difference in pay for men and women performing the same or comparable jobs. Instead, these gender pay statistics reflect broader, structural patterns around how men and women are distributed across our organisation's roles and pay grades.

2. Our Context and Workforce Profile

On 31 March 2024, NPCAT had 1,763 roles. Of these:

- 82% (1,446) were female
- 18% (317) were male

These proportions remain female-dominant, though the percentage of male employees has risen slightly from 16.2% in the previous year.

We continue to follow nationally standardised pay scales for both teaching and support staff, and recruitment is based on fair, transparent processes. It should be emphasised that NPCAT's Executive Leadership Team is currently 3/5 female, demonstrating that women do hold and progress into senior management and leadership roles.



3. NPCAT's Gender Pay Figures

3.1 Overall Mean and Median Pay Gap

1. Mean Hourly Pay Gap

- **Female Mean:** £22.10
- **Male Mean:** £28.36
- **Difference:** £6.26
- **Pay Gap:** 22.1%

2. *Comment:* This figure has **improved** from last year's 25.5%, indicating a narrower overall pay gap.

3. Median Hourly Pay Gap

- **Female Median:** £14.41
- **Male Median:** £28.88
- **Difference:** £14.47
- **Pay Gap:** 50.1%

4. *Comment:* Although this median gap is still significant (down from 53.7%), it primarily reflects **occupational distribution**: men remain more concentrated in higher-paying roles and many women choose part-time or support roles that offer flexibility around childcare.

Note on Bonus Pay

NPCAT did not make any bonus payments in the 2023–2024 period. Accordingly, the mean and median bonus pay gap measures, as well as the proportion of staff receiving bonuses, remain **not applicable** this year.

3.2 Quartile Group Breakdown

All staff are divided into four equal-sized pay quartiles (Lower, Lower Middle, Upper Middle, Upper). The table below shows how female and male employees are distributed in each quartile:

Quartile	Female (No.)	Female (%)	Male (No.)	Male (%)	Total Staff (No.)
Lower	411	93.2%	30	6.8%	441
Lower Middle	398	90.2%	43	9.8%	441
Upper Middle	356	78.9%	95	21.1%	451
Upper	281	65.3%	149	34.7%	430
All Staff	1,446	82.0%	317	18.0%	1,763

Compared to last year, men have modestly increased their representation in every pay quartile. Still, women represent the majority of each band, especially in the first two quartiles.

4. Understanding Our Pay Gap: Distribution, Not Bias

No Evidence of Pay Discrimination

NPCAT's pay framework relies on transparent and nationally recognised salary scales. Men and women who hold equivalent roles are paid the same. Consequently, there is **no evidence** of a "like-for-like" pay gap that would indicate bias, whether conscious or unconscious.

Occupational Segregation

The **main driver** of our overall gender pay gap is **occupational distribution**:

- A higher proportion of female staff choose or occupy **part-time** or **flexible** roles that often fall into lower pay brackets.
- Men are more likely to be found in the highest-graded positions (particularly leadership roles or specialist teaching), which elevates the **average** male pay rate, thus influencing the overall gap.

Legislative Reporting vs. Practical Realities

We acknowledge that publishing gender pay gap figures can appear to suggest a widespread inequality. However, these figures are a **broad-brush, statistical measure**, they do not, by themselves, highlight discrimination. Indeed, if we sought to "correct" these statistics artificially (e.g., by **forcing** a 50/50 gender ratio in lower-paid roles), that would contravene the principles of **open and merit-based recruitment** and personal choice. The Trust respects the fact that many staff, both male and female, select roles that suit their individual circumstances.

Moreover, **childcare and other societal factors** often mean female staff prefer part-time or flexible schedules. This arrangement benefits the Trust and our staff, but inevitably influences the overall pay gap.

5. Next Steps & Ongoing Commitment

While there is **no evidence** of systematic discrimination, we continue to address any **structural** factors that may limit diversity in higher-paid or specialist roles. We will:

1. **Maintain Transparent Pay Policies**

By adhering to national scales and evaluating roles on objective criteria, we ensure fairness.

2. **Promote Gender-Balanced Progression**

We encourage all staff, regardless of gender, to pursue leadership development, internal promotions, and advanced professional qualifications.

3. **Foster Flexible Working for All**

We already offer flexible hours and part-time options to attract high-quality candidates who need to balance professional and personal responsibilities. This remains a key strategy for retaining talent of all genders.

4. **Monitor Recruitment & Retention**

Our approach remains to recruit the best candidates for each role and to track whether there are any unintended barriers.

These initiatives align with the **Equality and Human Rights Commission's** guidance and reflect the Trust's commitment to ensuring that **every** individual, male or female, can thrive within Nicholas Postgate Catholic Academy Trust.

6. Conclusions

The 2023–2024 data shows a **continuing improvement** in our overall gender pay gap metrics (a smaller mean and median gap than last year). These improvements, however, do not alter the fundamental conclusion: our gap arises from the **greater proportion** of female employees in part-time or flexible lower-paid positions and the **concentration** of male staff in higher-paid roles.

NPCAT remains committed to providing equal opportunities, fostering an inclusive workplace, and respecting the personal choices staff make around their work patterns. We believe in **reporting these figures honestly**, while clarifying that the gap is not a reflection of unequal pay for like-for-like work, but rather stems from **occupational distribution** and **social factors** that influence job selection.



Scripture
John the Baptist's
question (Matt 9:18-19)
Jesus walks on
water (Matt 14:22-28)
Peter's profession
of faith (Matt 16:13-26)

Hymns
Jesus Messiah
(Moranatha, Maori)
Yes Lord I believe
(Good- John
Burland)

Prayers
The Creed (Pfrs)
Baptismal
promises

Beliefs
We know the
meaning of Christ
(chosen/annointed
one)
The miracles Jesus
performed are given
as 'Evidence that
Jesus is the Messiah
promised to us.'



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