



Gender Pay Gap 2026

Reporting Period 2024-2025



FORMING LIVES READY TO FACE THE FUTURE





Executive Summary

This report sets out Nicholas Postgate Catholic Academy Trust's gender pay gap figures for the 2025 reporting cycle, in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The gender pay gap is the difference between the average hourly earnings of men and women across the organisation. It is different from equal pay, which concerns whether men and women are paid the same for like work or work of equal value.

- Our overall mean hourly pay gap is 21.4% (men's mean hourly pay £29.89; women's £23.49).
- Our overall median hourly pay gap is 48.6% (men's median hourly pay £29.33; women's £15.08).
- Our workforce is predominantly female: 1,459 women (82.2%) and 316 men (17.8%).
- Across pay quartiles, women make up 93.7% of the lower quartile and 67.3% of the upper quartile.
- Using mean pay, women earn around 79p for every £1 earned by men.

Our Context

As a public sector employer with more than 250 employees, the Trust is required to publish gender pay gap figures each year based on the snapshot date of 31 March. The reporting regulations require us to publish six measures: mean and median hourly pay gaps; mean and median bonus pay gaps; the proportion of men and women receiving bonus pay; and the gender split across four pay quartiles.

The Trust operates nationally agreed pay and grading arrangements for teaching and support staff, and roles are recruited to and evaluated consistently. For this reporting cycle, no bonus pay is included within the reporting dataset and the Trust does not operate a bonus scheme; as a result, bonus-related measures are reported as nil.

The education workforce nationally is predominantly female, particularly in support and early years roles. This pattern is reflected in our Trust, where women make up the majority of the workforce.

Workforce Composition

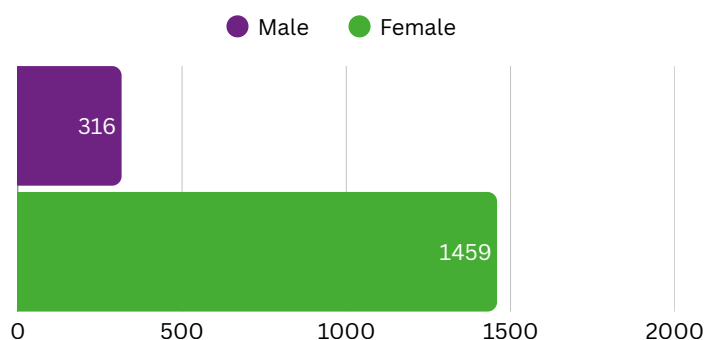
On 31 March 2025, NPCAT had 1,775 roles. Of these:

- 82.2% (1,459) were female
- 17.8% (316) were male

These proportions remain female-dominant.

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 4/5 female, demonstrating that women do hold and progress into senior management and leadership roles.

Workforce Composition by Gender



Statutory Gender Pay Gap Measures

The following table outlines the Trust's statutory gender pay gap measures for the reporting year.

Measure	Result
Mean hourly pay gap	21.4% (men higher)
Median hourly pay gap	48.6% (men higher)
Mean bonus pay gap	0.0% (no bonus payments)
Median bonus pay gap	0.0% (no bonus payments)
Pay quartiles (proportion of men and women)	<i>See table on page 6</i>

Pay Quartiles

Employees are ranked by hourly pay and split into four equal-sized groups (quartiles). The table below shows the gender split in each quartile.

Quartile	Women	Men	Total employees	What this means
Lower quartile	416 (93.7%)	28 (6.3%)	444	Women are heavily represented in lower-paid roles.
Lower middle quartile	403 (90.0%)	45 (10.0%)	448	Mix becomes more balanced as pay increases.
Upper middle quartile	346 (77.6%)	100 (22.4%)	446	Mix becomes more balanced as pay increases.
Upper quartile	294 (67.3%)	143 (32.7%)	437	Men are more represented at higher pay levels.

NPCAT Gender Pay Figures

Hourly Rate Banding by Gender

Looking at the distribution of hourly pay rates helps explain the overall gender pay gap. A large proportion of our employees are in roles paid between £10 and £15 per hour. Women are particularly concentrated in this band, which pulls down the overall female mean and median.

Hourly pay band	Women	Men	Total	Women as % of band
Up to £15	704	76	880	80.0%
£15-£20	169	42	211	80.1%
£20-£25	21	10	31	67.7%
£25-£30	96	31	127	75.6%
£30-£35	122	28	150	81.3%
£35-£40	222	84	306	72.5%
More than £40	125	45	170	73.5%

Overall Pay Gaps

The Trust's overall **mean** hourly pay gap is 21.4%. This means that, on average, men earn £29.89 per hour compared with £23.49 for women (a difference of £6.40).

The overall **median** hourly pay gap is 48.6%. The median is the midpoint employee, so it is strongly influenced by where men and women are positioned across the pay distribution. Men's median hourly pay is £29.33 and women's is £15.08 (a difference of £14.25).

These overall figures should be interpreted alongside the quartile and pay band information above. Because women are much more likely to be in lower-paid roles and men are more likely to be in higher-paid roles, the overall mean and median gaps are primarily driven by workforce composition rather than differences in pay for the same role.

Mean Pay Gaps - Quartile Breakdown

When we compare average hourly pay within each quartile, the differences are smaller and, in several quartiles, women's mean pay is higher. This pattern is consistent with national pay scales and suggests that pay differences are largely explained by the mix of roles in each quartile.

Quartile	Women mean £/hr	Men mean £/hr	Difference £	Difference %	Employees
Lower quartile	£13.71	£14.39	£0.67	4.7%	444
Lower middle quartile	£18.71	£16.03	-£2.69	-16.8%	446
Upper middle quartile	£23.69	£22.04	-£1.65	-7.5%	446
Upper quartile	£43.65	£42.78	-£0.87	-2.0%	437
Overall	£23.49	£29.89	£6.40	21.4%	1,775

Median Pay Gaps - Quartile Breakdown

Median hourly pay within quartiles shows an even narrower gap. In the upper quartile, women and men have the same median hourly pay. The upper middle quartile shows a notable reversal (women's median is higher), which is likely to reflect the specific distribution of roles and pay points within that quartile.

Quartile	Women median £/hr	Men median £/hr	Difference £	Difference %	Employees
Lower quartile	£12.85	£12.95	£0.10	0.8%	444
Lower middle quartile	£13.26	£13.26	£0.00	0.0%	448
Upper middle quartile	£23.70	£19.20	£-4.50	-23.4%	446
Upper quartile	£38.80	£38.80	£0.00	0.0%	437
Overall	£15.08	£29.33	£14.25	48.6%	1,775

Year-on-year Position

The Trust's overall gender pay gap has reduced over time. The table below shows the reported mean and median hourly pay gaps for the last five reporting cycles.

Report year	Mean hourly pay gap	Median hourly pay gap
2021	31.7%	61.4%
2022		58.2%
2023	27.2%	55.8%
2024	25.5%	53.7%
2025	22.1%	50.1%
2026	21.4%	48.6%

This year's results show a further reduction in both the mean and median gaps. While progress is encouraging, the overall figures remain influenced by the gender profile of lower-paid roles and the distribution of men and women across the pay range.

Further Actions

We are committed to fair and transparent pay and to creating an inclusive workplace where everyone can progress. Our actions focus on reducing the structural factors that drive the overall gap, while maintaining robust equal pay controls.

- Continue to monitor gender representation across roles and pay quartiles each year, and report trends to Trustees.
- Review recruitment materials and outreach to encourage applications from underrepresented genders in specific job families (for example, increasing male applicants into lower-paid support roles and supporting women to progress into higher-paid specialist and leadership roles).
- Support progression through training and development pathways, including leadership development and coaching for staff seeking promotion.
- Promote flexible working and family-friendly practices where operationally possible, to support retention and progression across the Trust.
- Conduct a review of job evaluation processes against national pay frameworks to ensure that pay decisions remain transparent and equitable.





Nicholas Postgate Catholic Academy Trust, Postgate House,
Saltersgill Avenue, Middlesbrough, TS4 3JP

01642 529200 | npcat.org.uk | enquiries@npcat.org.uk

CEO: Karen Siedle