

Catalyst Academies Trust - Gender Pay Gap Report

Reporting Date - 31st March 2025

Deadline for Submission – 30th March 2026

As an employer of 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catalyst Academies Trust is a Multi-Academy Trust employing 323 staff in 5 schools and the Trust. There are 289 (89%) female employees and 34 (11%) male employees.

Pay Gap v Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why Catalyst Academies Trust has a gender pay gap.

Obligations

As a relevant employer, Catalyst Academies Trust must follow the rules in the regulations to calculate the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile pay band

Gender Pay Gap

Difference between men and women

	Mean Pay Gap	Median Pay Gap
2025	39%	32%

There were no bonuses paid in the reporting period and therefore figures on bonuses are not applicable.

Pay Quartiles Distribution

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	0.01%	8%	16%	25%
Female	99.99%	92%	84%	75%

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Reasons for our gender pay gap

There are more female staff employed in support roles such as Teaching Assistants, Administration, Cleaners and other roles that fall in the Lower and Lower Middle Quartile. Within the education sector it is common for a high proportion of the workforce to be female. This may be due to appealing work patterns ie part-time and term-time contracts to work around caring responsibilities.

We are committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff through our recruitment processes, Pay Policy and professional development opportunities.

I can confirm that the above has been prepared from our payroll data as at 31st March 2025 and represents the Gender Pay Gap information for Catalyst Academies Trust.

Signature:



Name: Tony Parfett

Position: Chief Executive Officer

Date: 12th March 2026

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