



Gender Pay Gap Report March 2025

Bishop Wilkinson Catholic Education Trust supports and partners with five secondary schools, one middle school, one first school and forty-one primary schools in the west of our Diocese. Our designated schools are located in four different Local Authorities: Northumberland, Gateshead, Sunderland and Durham.

This report details a snapshot of our organisation's gender pay data as of 31 March 2025.

Gender Pay Gap Reporting

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.

Bishop Wilkinson Catholic Education Trust is an equal pay employer. The Trust Pay Policy follows national pay and conditions for teaching staff and support staff. These measures ensure that men and women are paid equally for doing the same job within the Trust.

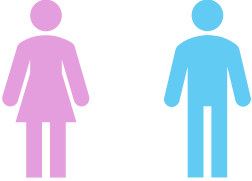
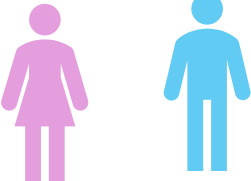
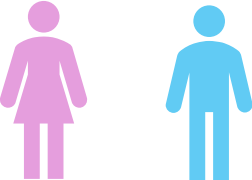
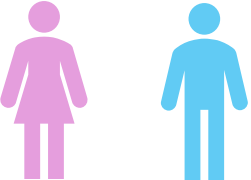
Publishing gender pay gap data on an annual basis will help employers, including ourselves, to see where action to close the gender pay gap is most needed. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Bishop Wilkinson Catholic Education Trust does not operate a bonus scheme therefore there is no data to publish for staff bonuses.



Our Gender Gap Pay results

The table below shows the percentage of men and women in each hourly pay quarter.

<p>Quartile 1 - includes all employees whose standard hourly rate places them above the upper quartile</p> <p>70.43%</p>  <p>29.57%</p>	<p>Quartile 2 - includes all employees whose standard hourly rate places them above the median but at or below the upper quartile</p> <p>75.81%</p>  <p>24.19%</p>
<p>Quartile 3 - includes all employees whose standard hourly rate places them above the lower quartile but at below the median</p> <p>83.6%</p>  <p>16.4%</p>	<p>Quartile 4 - includes all employees whose standard hourly rate places them at below the lower quartile</p> <p>87.9%</p>  <p>12.1%</p>
<p>Grand Total % female staff is 80%</p>	<p>Grand Total % of male staff is 20%</p>

	Female Staff	Male Staff	GAP
Mean (average) gender pay gap using hourly pay	£26.58	£33.65	21.03%
Median gender pay gap using hourly pay	£17.34	£30.41	42.97%



Narrative

Bishop Wilkinson Catholic Education Trust is confident that men and women are paid equally for doing equivalent jobs across the trust and that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our gender pay gap is the result of the roles in which men and women work within our organisation and the salaries that those roles attract.

The Trust employs more women than men across each school and quartile within the Trust. This reflects a national pattern in schools; more women than men teach, particularly in the primary age range and more women than men work in other school roles such as cleaning, catering and office-based employment.

Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

Similarly, if the Trust were to employ more men in the lower pay quartiles, while keeping the overall number of staff constant, this would act to reduce the gender pay gap. The staffing structures within the schools across the Trust have continued to remain stable in the last 12 months.

The table below shows a breakdown by roles across the Trust.

	Administration		Catering		Site		Other Support		Leadership		Teacher		Teaching Assistant	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
%	85.71	14.29	93.46	6.54	48.81	51.19	85.2	14.8	69.35	30.65	73.6	26.4	97.14	2.86
Q1	95	5	100	0	90.48	9.52	79.59	20.41	96.77	3.23	69.54	30.46	96.15	3.85
Q2	80	20	100	0	85.71	14.29	89.8	10.2	64.52	35.48	78.29	21.71	98.11	1.89
Q3	87.5	12.5	100	0	9.52	90.48	97.96	2.04	51.61	48.39	75.5	24.5	98.08	1.92
Q4	80.49	19.51	74.07	25.93	9.52	90.48	73.47	26.53	64.52	35.48	71.05	28.95	96.23	3.77
Mean	£16.97	£17.60	£13.37	£18.48	£12.54	£13.84	£12.86	£13.83	£57.44	£65.98	£38.46	£38.57	£ 14.61	£14.82
Median	£16.12	£16.14	£12.48	£16.97	£12.45	£13.26	£12.48	£12.45	£54.89	£62.06	£38.80	£38.80	£ 14.20	£14.40



Administration

The Administration workforce is predominantly female, but pay outcomes between men and women remain closely aligned. The mean gender pay gap is 3.61%, which corresponds to male staff earning an average of £17.60 per hour compared to £16.97 per hour for female staff. At the median, the gap falls to 0.12%, with only a 2-pence difference (£16.14 vs £16.12). These minimal variances indicate equitable pay, with no significant structural disparity based on gender.

Catering

Catering roles remain highly female-dominated, particularly in lower quartiles where staffing is 100% female. However, men are more heavily represented in higher-paid catering roles, resulting in the largest pay gap within the Trust. The mean gender pay gap of 27.67% reflects male staff earning £18.48 per hour compared with £13.37 per hour for female staff. Similarly, the median gender pay gap is 26.46%, with median hourly rates of £16.97 for men and £12.48 for women. This disparity is driven by role distribution rather than unequal pay for equal work, as women are in entry-level posts while men more often occupy supervisory or specialist roles.

Site

The Site workforce is one of the most male-dominated staff groups, particularly in the upper pay quartiles, where around 90% of employees are male. This results in a mean gender pay gap of 9.41%, with men earning £13.84 per hour compared to £12.54 for women. The median gap is 6.11%, reflecting rates of £13.26 for men and £12.45 for women. The gap reflects occupational segregation, with men predominantly in caretaker, maintenance, or supervisory roles and women more often in lower-paid cleaning roles.

Other Support

Other Support roles are female-dominated across most quartiles. The mean gender pay gap is 7.00%, with male staff earning £13.83 per hour versus £12.86 per hour for women. However, at the median level the pattern reverses, with a slightly negative median gap (-0.21%), where median female hourly pay (£12.48) is marginally higher than that of men (£12.45). This mix indicates that men in this group are more likely to occupy higher-paid specialist roles, while the typical mid-range role is more commonly female and similarly paid.



Leadership

Leadership posts show a meaningful gender pay gap despite a strong overall female representation. The mean gender pay gap is 12.94%, with men earning an average of £65.98 per hour compared to £57.44 for women. The median gap is 11.56%, reflecting median hourly rates of £62.06 for men and £54.89 for women. These figures mirror national patterns where female staff dominate mid-leadership roles but men are disproportionately represented in the highest-paid strategic leadership positions.

Teacher

The Teacher workforce is majority female across all pay quartiles. Due to nationally standardised teacher pay scales, the gender pay gap is negligible. The mean gap is 0.29%, with near-identical hourly rates (£38.57 for men and £38.46 for women). The median gap is 0%, as both men and women have identical median hourly rates of £38.80. These outcomes reflect the Trust's adherence to transparent pay policies and consistent application of pay progression criteria.

Teaching Assistants

Teaching Assistants are overwhelmingly female, with male representation extremely low. The mean gender pay gap is 1.37%, reflecting male pay of £14.82 per hour versus £14.61 for women. The median gap is 1.35%, with median hourly rates of £14.40 (men) and £14.20 (women). These small differences likely arise from a limited number of male staff working in slightly higher-graded TA positions.

Bishop Wilkinson Catholic Education Trust is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making. Furthermore, we plan to extend our processes of evidence-gathering to include qualitative data. We will do this through a consultation exercise, across all areas and levels of the organisation, to identify the barriers (and the drivers) for women employees.