

## **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. **In October 2024 JHNCC joined OLAAS MAC.**

This Gender Pay Gap Report is based on relevant data as at 31 March 2025. At the point of data capture, The MAC employed 805 staff occupying 886 roles. Of the 805 staff, 85.21% were female and 14.79% 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**

	<b>2025</b>	<b>2024</b>	<b>2023</b>
Male Employees	<b>131</b>	<b>82</b>	<b>91</b>
Female Employees	<b>775</b>	<b>568</b>	<b>561</b>
<b>Total Employees</b>	<b>806</b>	<b>650</b>	<b>652</b>
Mean Male Hourly Rate	<b>£31.01</b>	<b>£28.86</b>	<b>£26.92</b>
Mean Female Hourly Rate	<b>£23.60</b>	<b>£21.73</b>	<b>£19.45</b>
<b>Mean Gender Pay Gap</b>	<b>23.88%</b>	<b>24.71%</b>	<b>25.90%</b>
Median Male Hourly Rate	<b>£26.46</b>	<b>£25.08</b>	<b>£23.56</b>
Median Female Hourly Rate	<b>£16.64</b>	<b>£15.70</b>	<b>£13.17</b>
<b>Median Gender Pay Gap</b>	<b>37.11%</b>	<b>37.41%</b>	<b>44.09%</b>

### **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	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
<b>1 Lower</b>	9.01%	90.99%	9.78%	90.22%	10.20%	89.80%
<b>2 Lower Middle</b>	11.76%	88.24%	8.11%	91.89%	9.14%	90.86%
<b>3 Upper Middle</b>	15.77%	84.23%	10.33%	89.67%	10.20%	89.80%
<b>4 Upper</b>	22.62%	77.38%	19.02%	80.98%	23.43%	76.57%