

Gender Pay Gap report - 31 March 2025

The Diocesan MAT is committed to promoting equality of opportunity and pay for all staff and job applicants, where rates are fair and applied to the role not the individual. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

I confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tracey Caffull, Chief Executive Officer

What is gender pay reporting?

The Diocesan MAT as an employer with more than 250 employees is required by law to carry out Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gap is reported by using two main calculations - the difference in the mean (average) hourly rate and the median (midpoint) hourly rate. The hourly rates are also separated into four quartiles, to give the proportion of male and female employees are distributed throughout the organisation.

Commentary

All the schools within the Diocesan MAT are primary schools. The Diocesan MAT uses national pay scales for teachers and locally agreed pay scales for support staff based on the National Joint Council for Government Services. Pay progression is based on performance management. No bonuses were paid.

The majority of primary school staff within the Diocesan MAT are female which is consistent with the gender distribution at the national level.

When analysed separately, the mean and median differences for teachers and support staff are significantly smaller than if analysed as a homogenous group:

	ALL STAFF	TEACHERS	SUPPORT
Mean difference between male and female hourly pay	26.85%	6.28%	13.8%
Median difference between male and female hourly pay	51.29%	0.00%	0.0%

NB: positive figure denotes difference in favour of males whilst (negative) figure denotes difference in favour of females

Detailed statistical information

Male		Female		Total	
No.	%	No.	%	No.	%

Number of employees	53	7.24%	679	92.76%	732	100.0%
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ALL STAFF

Quartiles

upper hourly pay quarter	24	13.11%	159	86.89%	183	100%
upper middle hourly pay quarter	13	7.10%	170	92.90%	183	100%
lower middle hourly pay quarter	10	5.46%	173	94.54%	183	100%
lower hourly pay quarter	6	3.28%	177	96.72%	183	100%
Total	53	7.24%	679	92.76%	732	100%

Mean difference between male and female hourly pay	26.85%
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Median difference between male and female hourly pay	51.29%
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Male		Female		Total	
No.	%	No.	%	No.	%

TEACHING STAFF

Quartiles

upper hourly pay quarter	10	17.5%	47	82.5%	57	100%
upper middle hourly pay quarter	6	10.3%	52	89.7%	58	100%
lower middle hourly pay quarter	7	12.3%	50	87.7%	57	100%
lower hourly pay quarter	5	8.8%	52	91.2%	57	100%
Total	28	12.2%	201	87.8%	229	100%

Mean difference between male and female hourly pay

6.28%

Median difference between male and female hourly pay

0.00%

Male		Female		Total	
No.	%	No.	%	No.	%

SUPPORT STAFF					
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Quartiles

upper hourly pay quarter	10	7.9%	117	92.1%	126	100%
upper middle hourly pay quarter	10	8.0%	115	92.0%	125	100%
lower middle hourly pay quarter	5	4.0%	121	96.0%	126	100%
lower hourly pay quarter	0	0.0%	125	100.0%	125	100%
Total	25	5.0%	478	95.7%	502	100%

Mean difference between male and female hourly pay	13.80%
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Median difference between male and female hourly pay	0.0%
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