



Gender Pay Gap Report – Snapshot as at 31 March 2025

Introduction

The gender pay gap is the difference between the average pay of men and women in an organisation.

Any employer with 250 or more employees on a specific date each year must report their gender pay gap data.

Context

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Gender Pay Gap at The Dunstan Catholic Educational Trust (Snapshot of 31 March 2025) – Published January 2026

Table shows the overall median and mean gender pay gap and other data required by stature, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2025.

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	23.16%	49.26%

No bonuses were paid to employees for the reporting period.

Table shows proportion of male and female employees according to quartile pay bands.

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male %	4.26%	4.30%	3.06%	12.37%
Female %	95.74%	95.70%	96.94%	87.63%

Management Response

The Trust has considered its data on gender and pay rates, noting the reasons for pay differentials are almost entirely due to types of occupation. The Trust recognises that there are significantly higher proportions of females working in support roles (within the lower quartiles).

References: <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>