

GENDER PAY GAP REPORT 2025

ST JOHN BOSCO CATHOLIC ACADEMY



Data Information as at 31 March 2025

Deadline for submission 30 March 2026

Legislation

From 2017, If you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting/ Gender pay gap calculations are based on employer payroll data drawn from a specific date each year.

What Is the Gender Pay Gap?

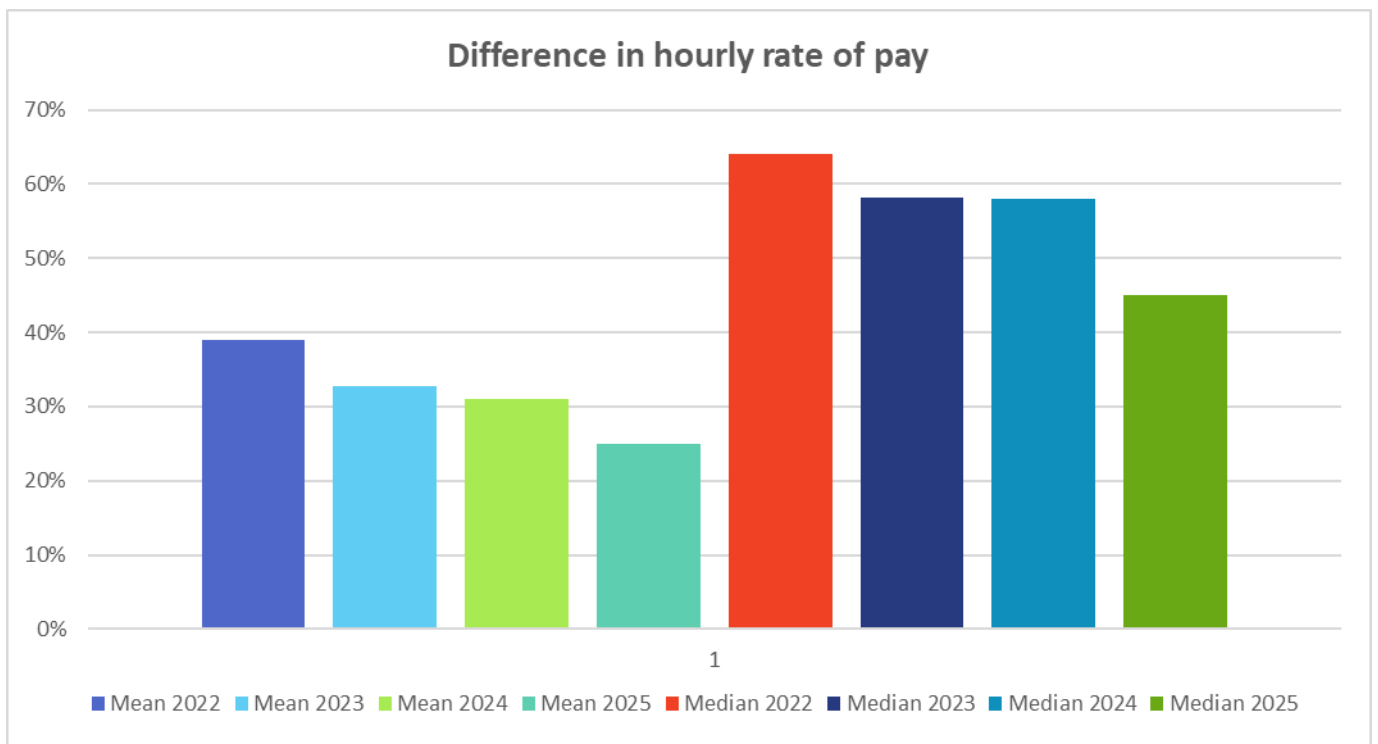
The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.

Our Reportable Figures

	2024 Pay Gap as a percentage
Mean	25%
Median	45%

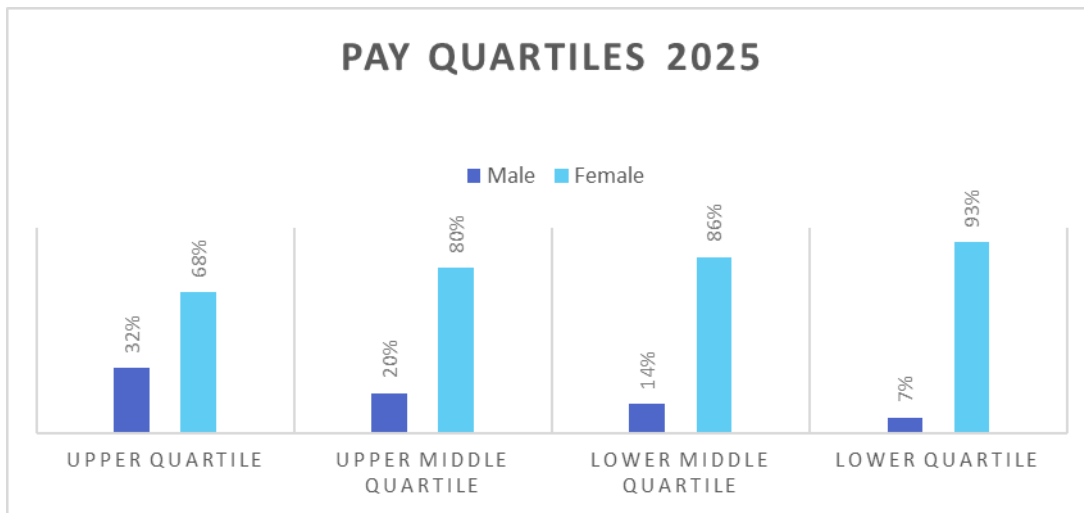
Mean and Median Comparisons for 2021, 2022, 2023 and 2024

	2025 Pay Gap as a percentage	2024 Pay Gap as a percentage	2023 Pay Gap as a percentage	2022 Pay Gap as a percentage
Mean	25%	31%	33%	39%
Median	45%	58%	58%	64%

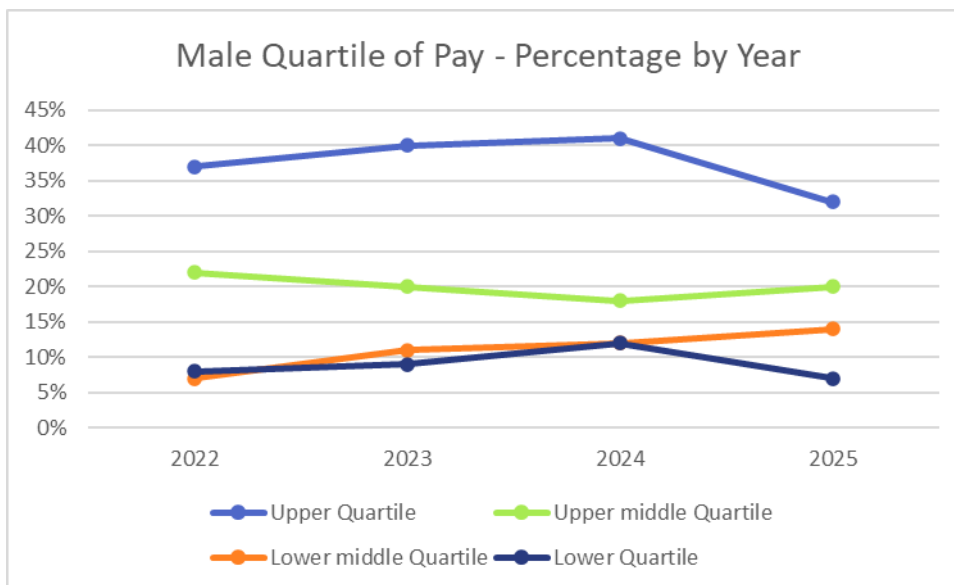


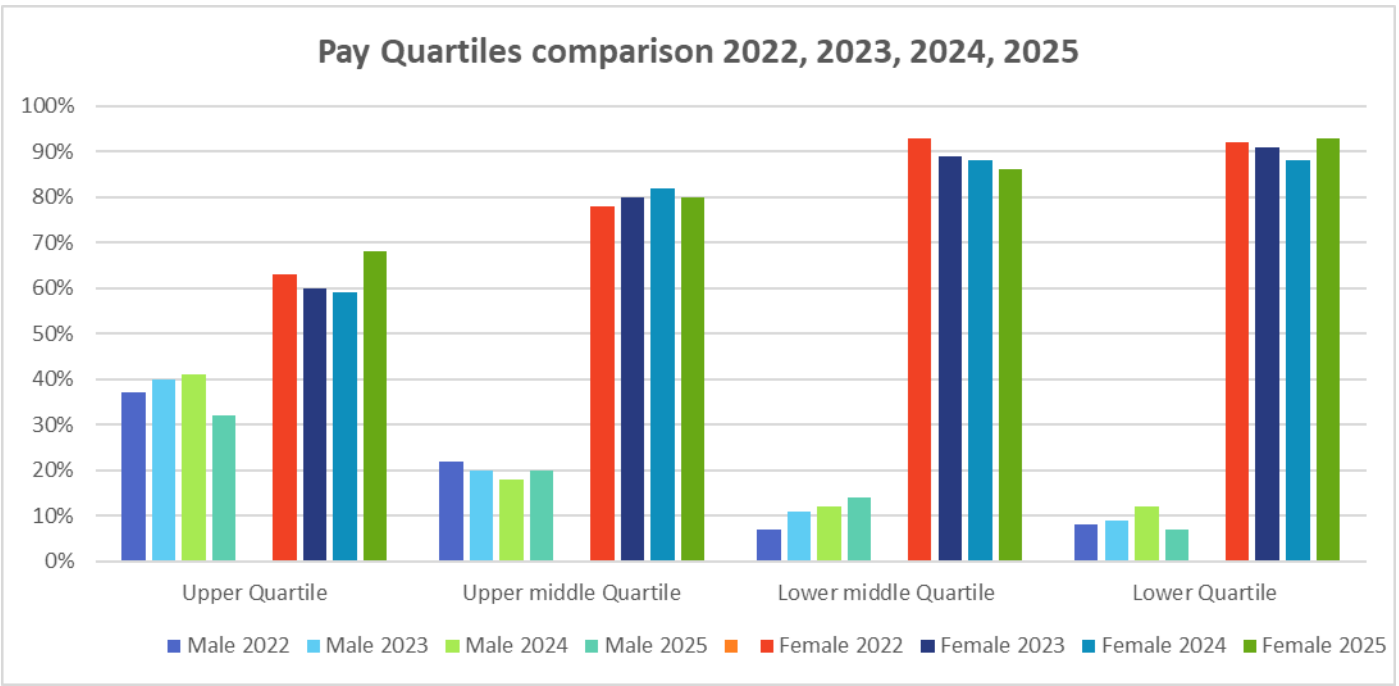
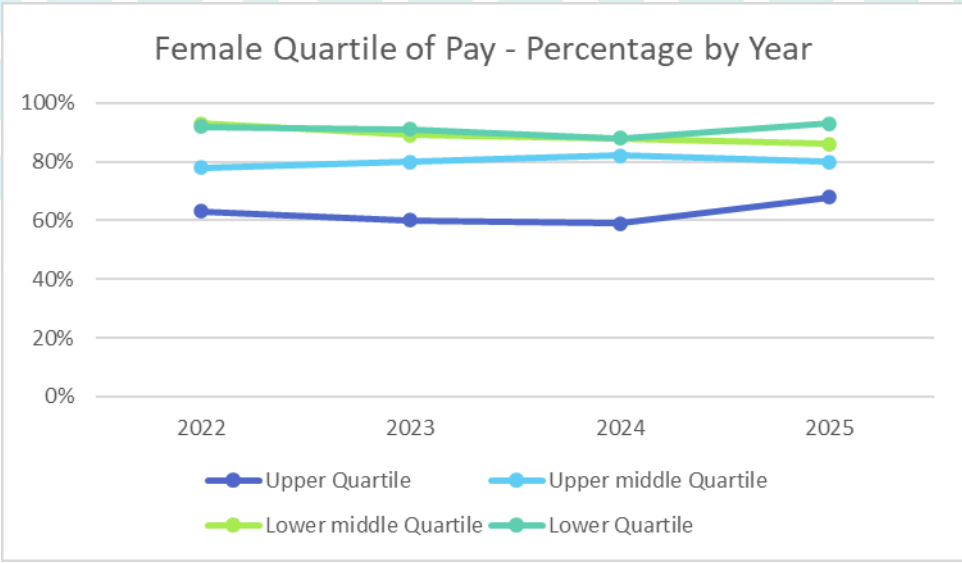
Pay Quartiles for full-pay relevant employees

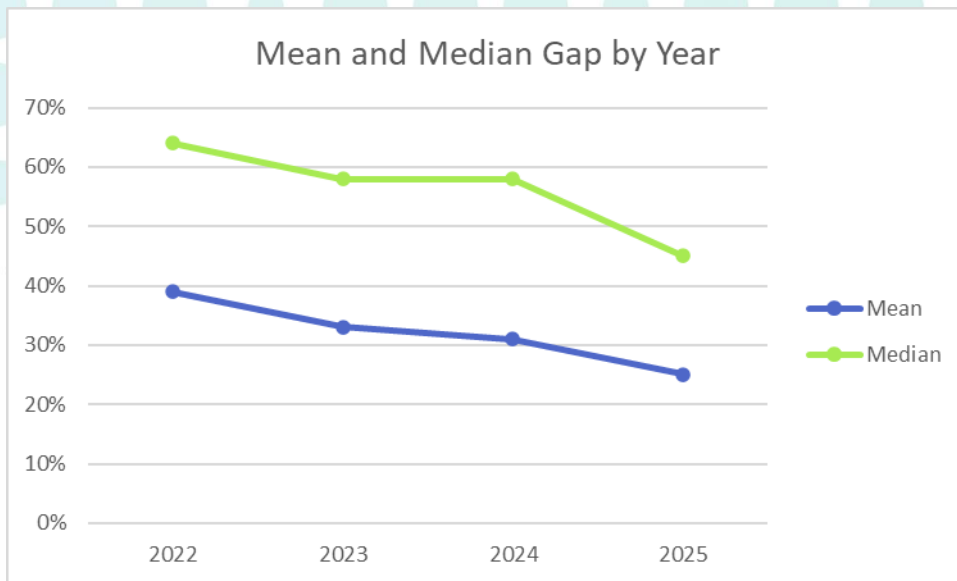
	2025 Male	2025 Female
Upper Quartile	32%	68%
Upper Middle Quartile	20%	80%
Lower Middle Quartile	14%	86%
Lower Quartile	7%	93%
Total	100%	100%



Quartile Comparisons







Considerations for closing the gap

- Recruitment of males to vacancies within the lower quartiles, for example Teaching Assistants.
- Consider if there is a gender imbalance with exit rates.
- Consider flexible working approaches to employees that take on caring roles.