



Gender Pay Gap Report 2024-2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2024.

We can use the results to assess:

- The levels of gender equality in our organisation
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

We collected our data on 5th April 2024 when our full pay relevant employee count consisted of 103 men and 387 women.

The Mean calculations give the following results:

Mean Pay			
Male	Female	Difference (£)	Difference (%)
£29.86	£25.60	£4.26	14.27%

The Median calculations give the following results:

Median Pay			
Male	Female	Difference (£)	Difference (%)
£28.45	£20.08	£8.37	29.43%

Gender Bonus Gap

As part of the Gender Reporting, we are also required to report on bonuses within the organisation. Within the reporting period, St John Paul II Multi Academy Trust has not paid any bonuses and therefore there is nothing to report on Gender Bonus.

St. John Paul II Multi Academy

Registered Office: c/o Sacred Heart Catholic Primary School, Earlsbury Gardens, Birmingham, B20 3AE

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Chief Executive Officer (CEO): Miss T. Cotter

Company House Registered No. 08706247





Proportion of Males and Females when divided into four groups from lowest to highest pay

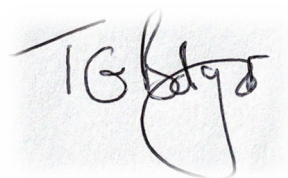
Quartiles				
Quartile	Male (No.)	Female (No.)	Male (%)	Female (%)
Lower (lowest earners)	27	95	22.1%	77.9%
Lower Middle	15	108	12.2%	87.8%
Upper Middle	24	99	19.5%	80.5%
Upper (highest earners)	37	85	30.3%	69.7%

Why We Have a Pay Gap

While we are confident that male and female employees within the organisation do have equal pay for doing equivalent jobs, we recognise that there is a nationwide gender pay gap within Education. Overall within the organisation, less than 30% of the workforce are male, and this continues to be impactful at the Lower, Lower Middle and Upper Middle quartile.

How We Are Addressing the Gap

As an organisation we continue to monitor and remain committed to closing the pay gap. We will endeavour to explore the options in our recruitment strategy to encourage greater gender balance across all roles within our schools. Whilst we are confident that the transparency of our Pay Policy empowers all employees to feel fairly paid, we will continue to ensure that men and women are paid equally for doing equivalent roles and provided with the same opportunities for career progression.



T.G. Bolger
Foundation Director
30th September 2025

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