



Bosco Catholic Education Trust

**Statutory Gender Pay Gap Report
For the period 6th April 2024 to 30th March 2025**

**This report was reviewed and approved by the
Bosco Catholic Education Trust Board
In March 2026**

Introduction

This report presents the Bosco Catholic Education Trust’s statutory Gender Pay Gap disclosure for the 2024–2025 reporting year.

Under legislation introduced in April 2017, organisations with 250 or more employees must publish annual gender pay gap data. This disclosure includes:

- Mean and median differences in hourly pay
- Proportion of staff receiving bonus pay
- Any bonus pay gaps between men and women
- Distribution of men and women across pay quartiles

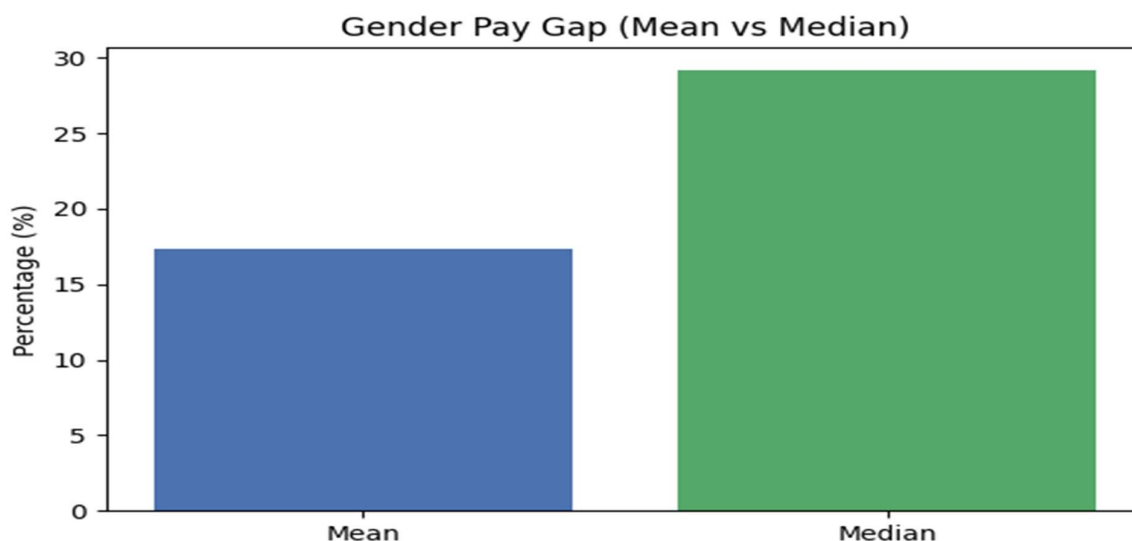
The Bosco Catholic Education Trust fully supports transparent reporting and acknowledges that broader sector-wide factors continue to influence gender representation and pay within education.

This report outlines the statutory disclosures and provides accompanying context to support understanding of gender pay at the Trust.

Statutory Disclosures

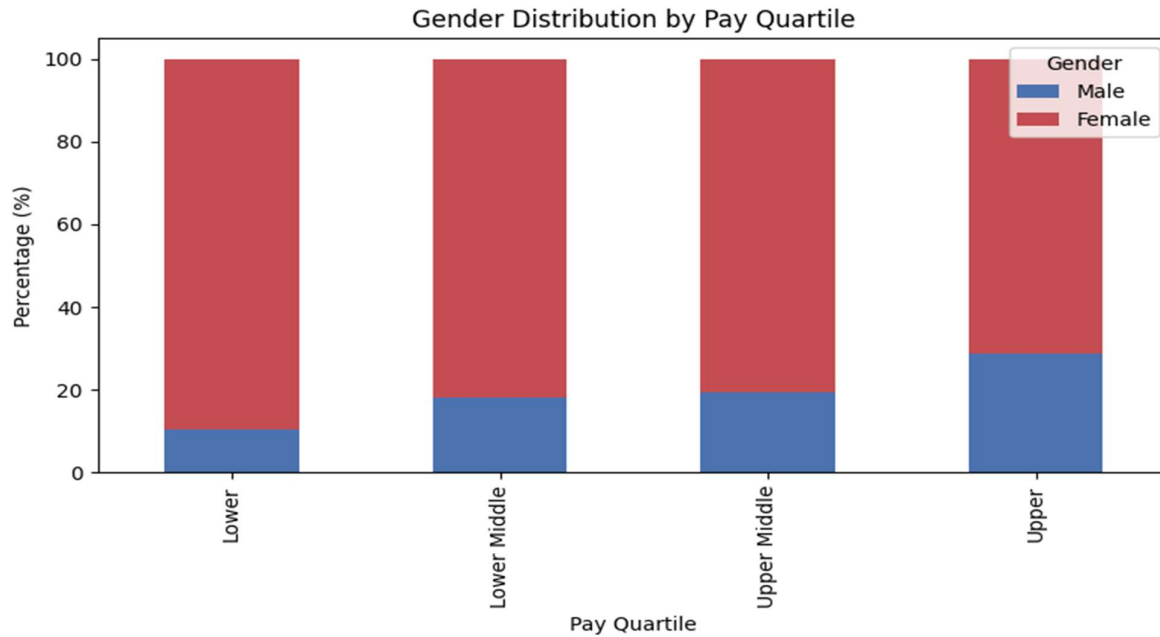
The following data reflects employees on payroll as of **30 March 2025**.

- **Difference in mean and median hourly rate of pay:**



- **There were no staff receiving bonus pay**
- **Therefore, there were no difference in mean and median bonus pay.**

- **Gender Representation by Pay Quartile:**



Management Response

The Bosco Catholic Education Trust has reviewed its 2024–2025 gender pay data and notes that the primary drivers of pay differences continue to reflect the distribution of roles across the Trust rather than unequal pay for equal work. Pay scales for teaching and support roles follow national and Sussex guidance.

As the Trust continues to expand, through new schools joining, year-on-year comparisons are not yet meaningful.

Ongoing Commitments

The Trust remains committed to fostering equity through:

- Fair and inclusive recruitment, induction and career development pathways
- Professional development opportunities including leadership courses, mentoring, coaching, and Teaching School Hub programmes
- Enhanced flexible working options at all levels of the organisation

Statement of Accuracy

We confirm that the information presented in this report is derived from payroll data for the **2024–2025 tax year** and that it accurately reflects the Gender Pay Gap for the Bosco Catholic Education Trust.

Signed:

Dave Carter
Chief Executive Officer

Debbie Wiggill
Chief Finance & Operations Officer