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**CST Gender Pay Gap Summary  
For Year ending 31 March 2025**

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# CST Gender Pay Gap Report as of 31 March 2025

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# CST Gender Pay Gap Report as of 31 March 2025

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## **1. Summary**

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the data and findings for Cathedral Schools Trust (CST).

CST is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an employer with over 250 employees, CST is required to publish statutory pay gap calculations every year.

The following pay gap information is required:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

This data is presented to the CST Executive Team and Board of Trustees annually to ensure any concerns are reviewed and appropriate actions put in place to address them, where necessary.

## **2. Background (including calculation methodology changes)**

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School joined the Trust in August 2017, St Katherine's School joined in January 2019, Stoke Park Primary School joined in June 2019, Trinity Academy was opened by the Trust in September 2019 and then Hotwells Primary School joined in July 2021 and St Werburgh's Primary School joined in August 2021.

Henleaze Infant and Junior Schools joined in July 2024 and Ashton Gate Primary School joined in September 2024 and are included in this report for the first time.

The employees of these 12 schools as at 31 March 2024, together with those employed to work in the Central Team, are the basis for this report.

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School	Phase	Type	Location
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	Pill Road, Pill, Bristol BS20 0HU
Stoke Park Primary School	Primary	Academy	Brangwyn Grove, Lockleaze, Bristol BS7 9BY
Trinity Academy	Secondary	Free school	Romney Avenue, Lockleaze, Bristol BS7 9BY
Hotwells Primary School	Primary	Academy	Hope Chapel Hill, Hotwells, Bristol BS8 4ND
St Werburgh's Primary School	Primary	Academy	James Street, St Werburgh's, Bristol BS2 9US

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Henleaze Junior School ( <i>new to CST since last report</i> )	Primary	Academy	Park Grove, Henleaze, Bristol BS9 4LG
Henleaze Infant School ( <i>new to CST since last report</i> )	Primary	Academy	Park Grove, Henleaze, Bristol BS9 4LG
Ashton Gate Primary School ( <i>new to CST since last report</i> )	Primary	Academy	Ashton Gate Road, Bristol BS3 1SZ

### Calculation methodology changes

As at the effective date of 31 March 2025, CST employed 1104 full-pay relevant employees as defined by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (2024: 733). This increase is due primarily to staff at the 3 newly joined primary schools but also due to changes in the underlying calculation methodology arising from a move from manual calculation by the Trust to automated calculation by our payroll provider. As a result of this move, some casual staff with multiple roles who previously had an averaged hourly rate across all roles are now treated separately for each role and staff on reduced pay due to family leave or sickness absence who previously would have been excluded from the analysis have now been included using their full contractual pay.

In our previous report last year, we highlighted the anticipated changes in calculation methodology and restated the reported gender pay gap figures on this new basis as at 1 April 2024. We have included these restated figures in our year on year analysis below. For reference the data at the snapshot date of 31st March 2024 is restated below (as at 1st April 2024).

All comparators in the body of this report from this point on will be the restated 1st April 2024 figures.

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Full pay relevant employees	Value (31 March 2025)	Value (1 April 2024) <i>Restated new method</i>	Value (31 March 2024)
WHOLE TRUST	<b>1104</b>	<b>868</b>	<b>733</b>
Male	232	195	174
Female	872	673	559
TEACHERS	<b>449</b>	<b>369</b>	<b>328</b>
Male	131 (29%)	115 (31%)	109 (33%)
Female	318 (71%)	254 (69%)	219 (67%)
SUPPORT	<b>655</b>	<b>499</b>	<b>405</b>
Male	101 (15%)	80 (16%)	65 (16%)
Female	554 (85%)	419 (84%)	340 (84%)

Of those 1104 (2024: 868) full-pay relevant employees, 232 (2023: 195) identified as male and 872 (2024: 673) identified as female. CST therefore has a gender mix of male:female of 21%:79% (2024: 22%:78%).

### 3. Reportable Gender Pay Data

## CST Gender Pay Gap Report as of 31 March 2025

<b>WHOLE TRUST</b>	<b>Value (31 March 2025)</b>	<b>Value (1 April 2024) restated</b>	<b>Value (31 March 2024) as previously reported</b>	<b>Value (31 March 2023) as previously reported</b>	<b>Value (31 March 2022) as previously reported</b>	<b>Value (31 March 2021) as previously reported</b>
Mean Pay Gap	25.2%	26.0%	23.1%	25.5%	26.4%	26.9%
Median Pay Gap	44.8%	43.8%	30.9%	36.9%	41.1%	41.3%
Mean Bonus Gap	n/a	n/a	n/a	n/a	n/a	n/a
Median Bonus Gap	n/a	n/a	n/a	n/a	n/a	n/a
Proportion of males and females receiving a bonus payment	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	1.3% of males and nil% of females.	0.7% of males and nil% of females.
Proportion of males and females in each Quartile Pay Band						
- Lower Quartile	15% male;	14% male;	13% male;	10% male; 90% female	13% male; 87% female	16% male; 84% female

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	85% female	86% female	87% female			
- Lower Middle Quartile	13% male; 87% female	15% male; 85% female	18% male; 82% female	18% male; 82% female	16% male; 84% female	17% male; 83% female
- Upper Middle Quartile	24% male; 76% female	26% male; 74% female	27% male; 73% female	24% male; 76% female	21% male; 79% female	22% male; 78% female
- Upper Quartile	32% male; 68% female	35% male; 65% female	37% male; 63% female	39% male; 61% female	39% male; 61% female	41% male; 59% female

Although we are only required to report the above aggregated data, we have also opted to report the data disaggregated into Teaching and Support roles. The inclusion of disaggregated data is consistent with what we have historically reported and also with the approach of other educational bodies as it is considered to be more meaningful. This is because - as is the case across the Education sector - separate pay scales apply to each group as well as differing full time hours (which form part of the calculation when determining hourly pay).

At 31 March 2025, the 1104 full-pay relevant employees employed by CST comprised 449 teachers [29%male:71%female] and 655 support staff [15%male:85%female]; (1

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April 2024: 868 full-pay relevant employees comprising 369 teachers [31%male:69%female] and 499 support staff [16%male :84%female] ).

<b>TEACHERS</b>	<b>Value (31 March 2025)</b>	<b>Value (1 April 2024) restated</b>	<b>Value (31 March 2024) as previously reported</b>	<b>Value (31 March 2023) as previously reported</b>	<b>Value (31 March 2022) as previously reported</b>	<b>Value (31 March 2021) as previously reported</b>
Mean Pay Gap	11.8%	12.1%	11.9%	12.6%	15.0%	16.1%
Median Pay Gap	7.0%	3.6%	5.0%	7.1%	10.1%	8.9%
Proportion of males and females receiving a bonus payment	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	2.1% of males and nil% of females	1.2% of males and nil% of females
Proportion of males and females in each Quartile Pay Band						
- Lower Quartile	23% male; 77% female	26% male; 74% female	28% male; 72% female	30% male; 70% female	22% male; 78% female	27% male; 73% female

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- Lower Middle Quartile	27% male; 73% female	24% male; 76% female	29% male; 71% female	19% male; 81% female	26% male; 74% female	22% male; 78% female
- Upper Middle Quartile	23% male; 77% female	29% male; 71% female	27% male; 73% female	35% male; 65% female	29% male; 71% female	34% male; 66% female
- Upper Quartile	43% male; 57% female	46% male; 54% female	49% male; 51% female	48% male; 52% female	54% male; 46% female	55% male; 45% female

<b>SUPPORT STAFF</b>	<b>Value (31 March 2025)</b>	<b>Value (1 April 2024) <i>restated</i></b>	<b>Value (31 March 2024) <i>as previously reported</i></b>	<b>Value (31 March 2023) <i>as previously reported</i></b>	<b>Value (31 March 2022) <i>as previously reported</i></b>	<b>Value (31 March 2021) <i>as previously reported</i></b>
Mean Pay Gap	5.2%	8.9%	8.7%	3.4%	7.1%	6.6%
Median Pay Gap	0.4%	8.5%	7.0%	11.6%	3.6%	-0.2%

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Proportion of males and females receiving a bonus payment	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	nil% of males and nil% of females.	Nil% of males and Nil% of females	Nil% of males and Nil% of females
Proportion of males and females in each Quartile Pay Band						
- Lower Quartile	18% male; 82% female	14% male; 86% female	17% male; 83% female	11% male; 89% female	12% male; 88% female	14% male; 86% female
- Lower Middle Quartile	12% male; 88% female	11% male; 89% female	9% male; 91% female	8% male; 92% female	14% male; 86% female	20% male; 80% female
- Upper Middle Quartile	13% male; 87% female	16% male; 84% female	16% male; 84% female	13% male; 87% female	17% male; 83% female	18% male; 82% female
- Upper Quartile	20% male; 80% female	23% male; 77% female	23% male; 77% female	24% male; 76% female	16% male; 84% female	15% male; 85% female

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### 4. Gender Pay Data Commentary

CST is committed to the promotion of equality, opportunity and choice for employees and supports the fair treatment of all staff irrespective of all protected characteristics including gender through our transparent recruitment process, Employment Handbook and professional development.

CST applies pay scales to all staff regardless of gender. Separate pay scales are in use for Teaching and Support staff which is the norm across the education sector. As a result, the Gender Pay Data has been presented both for the Trust as a whole and split by each of these employee groups.

CST is proud of its family friendly provisions such as part-time and term-time only working. The flexibility which these provisions offer attracts individuals at all levels but particularly into Support roles, where predominantly females choose to actively seek more flexible work as part of lifestyle choices alongside other responsibilities outside of the workplace.

The gender pay gap is significantly smaller for each of Teaching and Support staff than it is for the Trust as a whole, which reflects the calculation method and the fact that women are disproportionately represented in the (on average) lower paid Support roles: (women make up 85% (2024: 84%) compared with the (on average) higher paid Teaching roles (women make up 71% (2024: 69%)).

For Teachers, a relatively small difference in the average hourly pay rate for males and females is divided by the average male teacher hourly rate, resulting in the reported percentage variance. For Support staff, there is an even smaller difference between the hourly pay rate of male and female employees but, because this is then divided by the average male support hourly rate that is lower than that for teachers, still results in a discernible percentage variance. For the Trust as a whole, the fact that women are disproportionately represented in the lower paid Support roles, has the effect of widening the difference in the average hourly pay rates, and in turn, the percentage pay gap.

In summary, the CST Gender Pay Gap primarily reflects the workforce composition. Men and women are paid on the same pay scales for the same roles, but the lower paid roles are disproportionately undertaken by women which is one of the key drivers behind the Whole Trust gender pay gap. However, CST recognises that a

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gender pay gap exists within both Teaching and Support staff groups and continues to actively work to narrow these gaps.

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### 5. Gender Pay Gap Progression since the Last Reporting Date

#### All staff:

We are pleased to report that this year we have reduced the Trust's mean gender pay gap by a further 0.8% on restated figures (2024: reduction of 2.4%; 2023: reduction of 0.9%; 2022: reduction of 0.5%; 2021: reduction of 0.9%; 2020: reduction of 2.7%). This is the sixth consecutive reduction and indicates the ongoing effectiveness of our strategies to narrow the pay gap.

The median pay gap however has seen a widening of 1.0% compared with the restated prior year figure. For the current year data, the male median and mean hourly pay rates are reasonably similar but the female median hourly pay rate is significantly lower than the mean and this is what is driving the widening of the median gender pay gap whilst the mean has reduced. The relatively low median hourly pay rate for females reflects the fact that there are proportionately more females in the (typically) lower paid support staff roles than there are in teaching roles (85% and 71% respectively). This means that when identifying the mid (ie median) hourly pay rate in an ordered list, it is more likely to be amongst the lower paid support staff roles than it is for men. However, this is reflective of the fact that CST (in line with the education sector as a whole) operates two distinct pay scales for teaching and support staff. As noted in Section 4 above, these pay scales are applied equally to male and female staff - it is just that the ratio of females to males is higher in support roles than it is in teaching roles. It is for this reason that we also report separately on the teachers and support staff gender pay pay.

The quartiles data indicates that we have further increased the proportion of female representation in the highest paid quartile by 3.0 percentage points compared with the restated prior year and by 9% since we started reporting in 2021.

#### Teachers:

We are reporting a small narrowing of the gender pay gap for teaching staff on the mean measure but a widening on the median measure. This can be understood by references to the quartiles data. We can see our strategies to increase female representation in middle and senior leadership have been successful with female representation increasing in both the upper (by 3%) and upper middle (by 6%) quartiles, driving an increase in the mean female pay. However, we also see a rise

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in female representation in the lowest quartile of 3% whilst the lower middle quartile has fallen by 3%. This has the effect of lowering the mid-point hourly pay rate for a female, i.e. the median female pay and hence driving a widening of the gender pay gap on this measure.

### **Support:**

We are reporting a significant narrowing of the gender pay gap for support staff on both the mean and median measures. Both measures are skewed to some extent by the relatively few male support staff (101) compared with female support staff (554). This means that the 'weight' of each male hourly pay value is much more significant in each average than that of each female hourly pay value (female values are smoothed by virtue of volume) and this can lead to less meaningful results.

Looking at the quartiles data, we can understand why the pay gap has reduced for support staff - there is an increase in female representation in both the upper quartile and upper middle quartile (3% in each) and an increase in male representation in the lowest quartile (4%).

## **6. Identified actions to address the CST Gender Pay Gap**

Previously we reported on the CST gender pay gap and we identified a number of measures to address the findings. Our progress in these areas is reviewed by the CST HR Committee and we have seen progress in the following:

- promoting and supporting the return to work for women after maternity leave as well as promoting family leave and flexible working arrangements within the male population to encourage a more even share of part-time working. We have continued to see an increase in the requests for flexible working post maternity and with the male population. In addition an increase in applications for shared parental leave within the first year of birth.

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- developing and promoting more flexible opportunities to encourage a higher take up of senior leadership opportunities and recruitment within the female workforce
- developing policy and supporting women who are facing menopausal symptoms

The membership of the menopause forum has increased with awareness and continues to support staff in regular meetings and with a support network and signposting to resources

- appointing a cross trust lead supporting women into leadership

The appointment was made from 1st January 2024. A number of sessions have been set up for current female employees of the Trust over the year including one to one coaching and in person workshops.

This action plan will continue to target the root causes of the gender pay gap within CST by focusing on the below for 2025/2026:

- building on foundations established in cross functional groups such as the Equalities Group, to incorporate diverse inputs into policy and process improvements in Women in Leadership and Menopause
- gathering and analysing data around usage of flexible working arrangements in order to further identify areas for improvement
- continue to discuss across all levels of leadership, to ensure that the gender pay gap becomes everyone's responsibility
- continuing to review and improve recruitment processes to reduce the potential for unconscious bias towards genders filling specific roles in our schools, reviewing both job descriptions and person specifications
- work with the women into leadership lead to ensure that we use gender neutral language in our recruitment advertising
- offer targeted workshops and coaching for women on job applications and interview techniques

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- embed senior leader and middle leader training for teaching and support staff across the Trust to further promote and enable internal movement within our schools and central team
- consider whether/how to utilise staff questionnaires and exit interviews to identify whether there are any gender-related inhibitors impacting women in their development
- consider how to improve the representation of men at all levels, including how to encourage men into roles where they are under represented eg SMSAs, LSAs, admin staff
- A review of our family friendly policies to consider enhanced leave and pay e.g paternity leave, carers leave

In our last report as at 31 March 2024, we had noted our intention to provide a detailed analysis of this action plan in the 31 March 2025 report. However, at the time of writing this report in March 2026, Cathedral Schools Trust has just merged with Trust in Learning Academies to form a new educational trust, Amplify Education, from 1 March 2026 (as noted in 7 below). Given that we will no longer be reporting as Cathedral Schools Trust going forward, rather than providing a detailed analysis of the Cathedral Schools Trust action plan, we will instead work collaboratively across both legacy Trusts, to understand what action plans are in place and which strategies are best to carry forward into Amplify Education.

### **7. Future reporting of CST Gender Pay Gap data**

On 1st March 2026, Cathedral Schools Trust merged with Trust in Learning Academies to form Amplify Education. The statutory entity of Cathedral Schools Trust ceased to exist on 28th February 2026 and therefore this Gender Pay Gap report will be the final such report for Cathedral Schools Trust.

Future reporting will be for the newly formed Amplify Education as at 31 March 2026.

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