



EMMAUS
CATHOLIC MAC

Gender Pay
Report 2025

Legislation

Equality Act 2010

(Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



The difference between the gender pay gap and equal pay

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men.

Gender pay should not be confused with equal pay. Male and female at Emmaus Catholic MAC are paid the same hourly rate if performing the same role at the same pay grade.





Snapshot Date

31st March 2025



Our reportable figures

	2025 Pay Gap	2024 Pay Gap	2023 Pay Gap	2022 Pay Gap
Mean	22.37%	18.00%	20.44%	20.70%
Median	42.37%	36.70%	37.56%	36.90%

	2025 Men	2025 Women	2024 Men	2024 Women	2023 Men	2023 Women	2022 Men	2022 Women
Upper Quartile	22.49%	77.51%	20.51%	79.49%	25.42%	74.58%	28.20%	71.80%
Upper Middle Quartile	12.94%	87.06%	22.22%	77.78%	19.33%	80.67%	20.20%	79.80%
Lower Middle Quartile	8.24%	91.76%	11.11%	88.89%	15.97%	84.03%	14.40%	85.60%
Lower Quartile	5.29%	94.71%	8.47%	91.53%	5.88%	94.12%	7.70%	92.30%



Our reportable figures

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	22.4%	42.4%

Headcount 2025

	Total head count	Mean hourly pay rate
Men	79	23.48
Women	470	18.22
Total	549	18.86

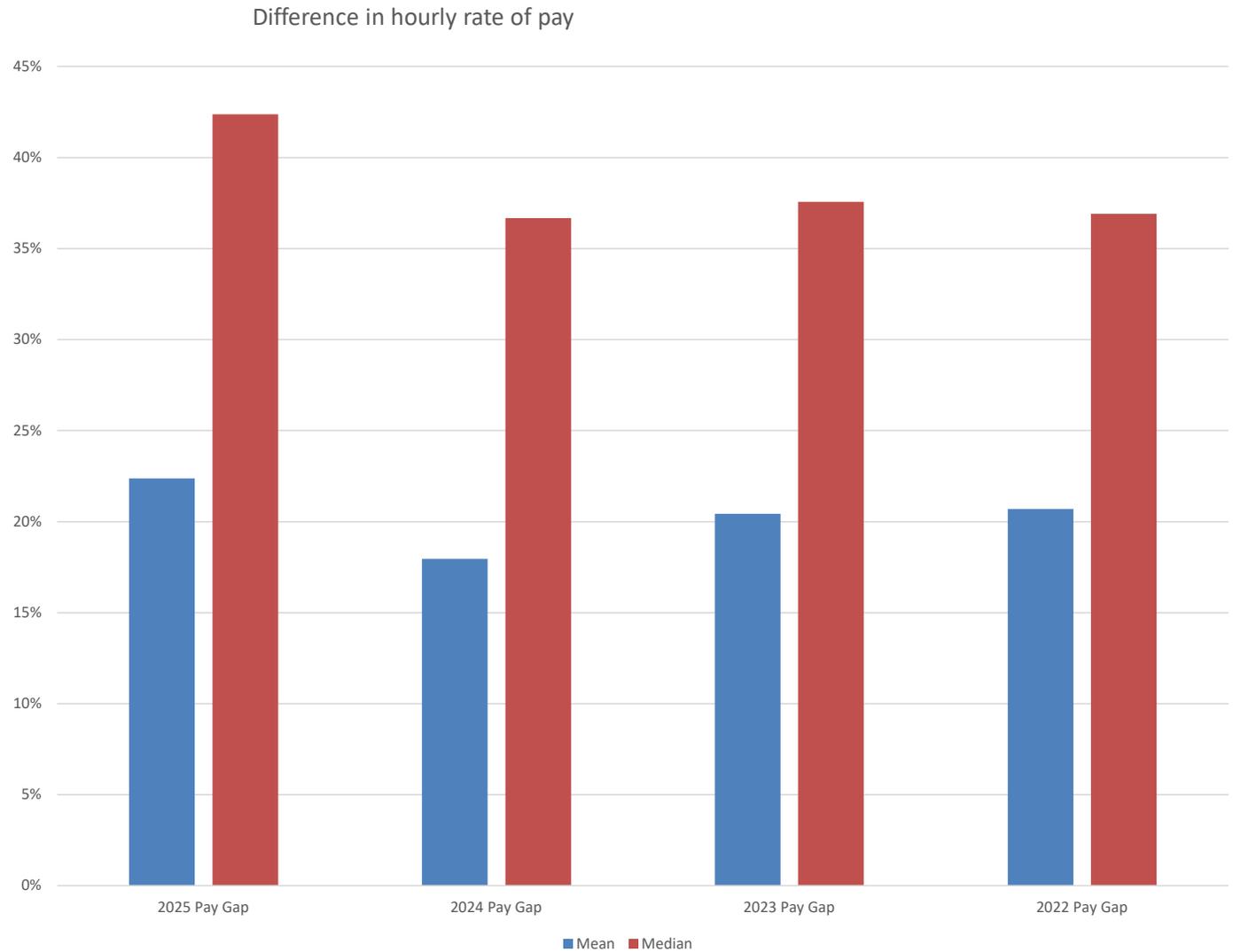
Headcount 2024

	Total head count	Mean hourly pay rate
Men	71	21.94
Women	350	18.00
Total	421	18.61

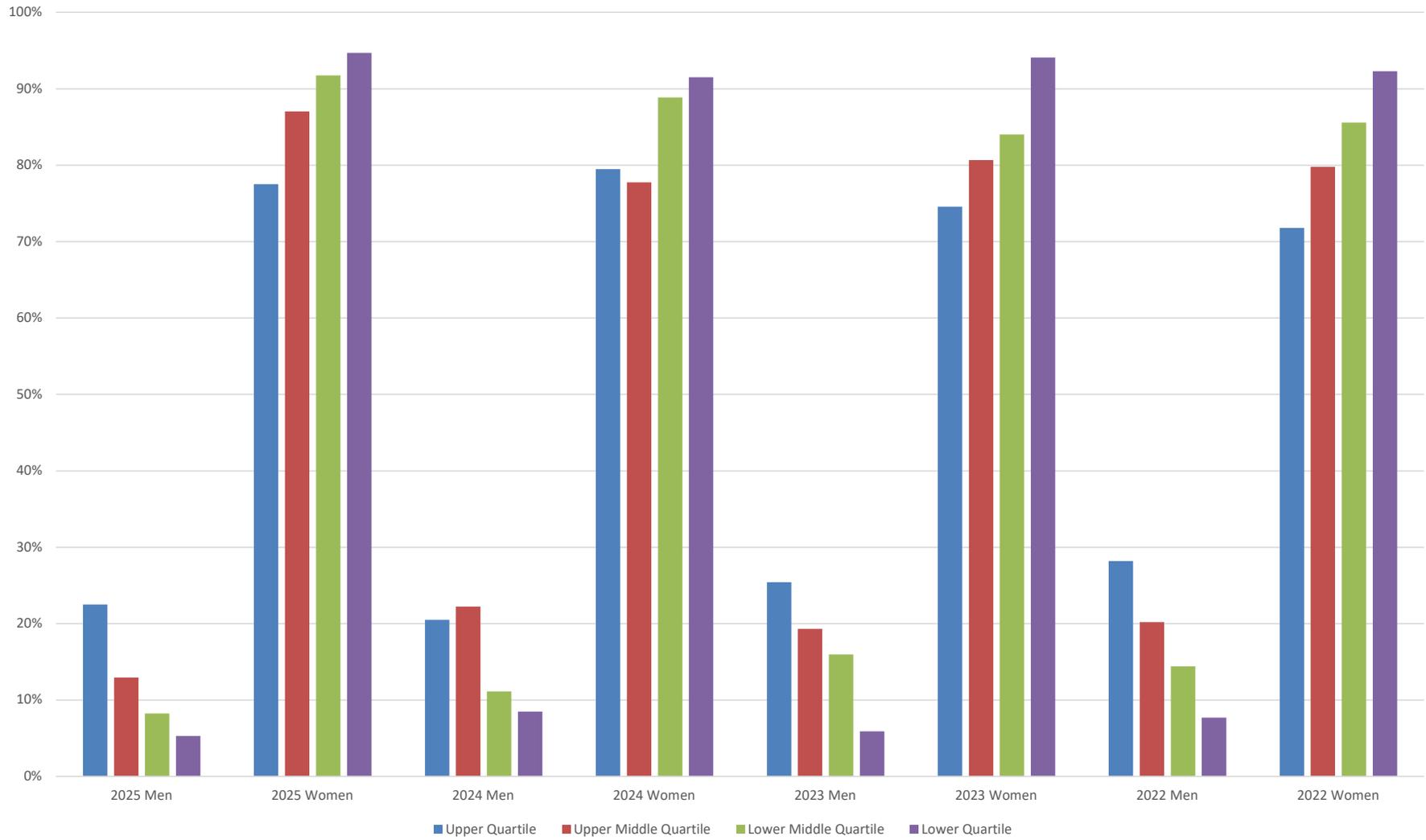


The mean hourly rates for 2025 are currently favouring male employees by 22.4% an increase from the 18% in 2024.

The median hourly rates for 2025 are currently favouring male employees by 42.4% an increase from the 36.7% in 2024



Pay Quartiles 2022 - 2025



On 1st February 2021 St Nicholas Owen Catholic MAC took on an additional four schools and changed the company name to Emmaus Catholic MAC. This acquisition increased the total staff in 2019 of 278 to 432 in 2021. In September 2024, the MAC acquired a further four schools, taking the total number of schools to 14 and the number of staff to 549 (as at March 2025).

The pay gap has widened compared to last year due to the additional of the 4 schools in September 2024. This is because the roles inherited from these schools being in a large part clerical, cleaning, catering, pastoral and education support. These are roles which that are predominately occupied by women and are paid at the lower end of the pay scales.

Across the MAC out of the 549 employees, 470 are female and 79 male, this is an increase in the proportion of females employed by the MAC in the previous 12 months by around 2.5%. The upper quartile of pay represents the highest proportion of males within the company.

The large differential in male to female employee numbers skew the figures to a degree. There are very many female employees employed at the lower end (clerical, pastoral, education support) of the pay scale in part time/part year positions. Using data for teaching staff only would present a very different and more balanced picture.

It has been historically difficult to recruit male teachers into teacher training for the primary age range, so there are few male primary teachers in Emmaus Catholic MAC. Those that teach in primary schools tend to progress to leadership roles.

Our journey with Christ

