

# Prosperre Learning Trust

## Statutory Gender Pay Gap Report

### 2019



Prospere Learning Trust operates three secondary mainstream schools and two secondary special schools. The Trust opened CHS South in September 2018. As a public sector body, Prospere Learning Trust is required to measure and report on the gender pay gap using the snapshot date of 31<sup>st</sup> March 2019.

In March 2019, the Trust comprised of the following schools:

Chorlton High School  
 CHS South  
 Newall Green High School  
 Piper Hill High School  
 Pioneer House High School

The gender demographic across the Trust is as follows;

Staff Profile	Number	%
Male	100	24.3%
Female	311	75.7%

### Mean Gender Pay Gap

The mean average provides a good indication of the overall gender pay gap due to placing the same value on each hourly pay figure. The result shows the difference between the average hourly pay rate for men and women.

Mean Gender Pay Gap	
Male Mean Pay (£ Per Hour)	19.12
Female Mean Pay (£ Per Hour)	18.24
<b>Mean Gender Pay Gap</b>	<b>4.60%</b>

This shows that male employees, on average, were paid £0.88 per hour more, or 4.60% more than female employees.

### Median Gender Pay Gap

The median average provides a good indication of the typical situation as figures are taken from the middle of an ascending list of pay rates within the organisation.

Median Gender Pay Gap	
Male Median Pay (Per Hour)	16.90
Female Median Pay (Per Hour)	15.09
<b>Median Gender Pay Gap</b>	<b>10.70%</b>

This result shows that male employees, on average, are paid £1.81 per hour more, or 10.7% more than female employees.

### **Bonus Gender Pay Gap**

As a Multi Academy Trust, Prospere does not currently make bonus payments to staff.

### **Quartile Pay Bands**

The quartile pay bands show the proportion of male and female full time relevant employees in each category.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Male	15.50	24.30	34.00	23.50
Female	85.50	75.70	66.00	76.50

### **The Underlying Causes of the Trust's Gender Pay Gap**


Prospere Learning Trust operates a transparent pay scale across all roles that reflects the level of responsibility and breadth of duties in each role. All roles are evaluated objectively to determine the appropriate pay scale.

Vacancies are advertised without gender bias and the Trust has successfully implement blind recruitment to ensure protected characteristics are removed from applications prior to shortlisting panel reviews.

Within the education sector, it is typical to have a higher proportion of female employees. 75.6% of Trust employees are women. This is evident across all quartiles, however, the proportion of females in the lower quartile indicates an imbalance, with more female occupying lower paid roles.

It is recognised, in the education sector, that recruitment activities attract a higher proportion of female applicants due to flexible working patterns, including term time only contracts and part time working, which support caring responsibilities.

I confirm that the information contained in this report is accurate.

Signed: 

Linda Jones, CEO & Executive Headteacher