

Gender Pay Gap Report 2020



Gender Pay Gap 2020

On the snapshot date of 31st March 2020, Prospere Learning Trust was a Multi-Academy Trust employing 605 people in the following 6 schools:

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

As an employer of more than 250 employees we were required by law to carry out a Gender Pay Gap report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We consider ourselves to be an Equal Opportunities Employer and we operate a transparent and objectively evaluated pay scale that reflects the level of responsibility and breadth of each role.

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

Signed: 

Linda Jones, CEO and Executive Headteacher



Gender Pay Gap Data

The Prospere Learning Trust Gender Pay Gap as on 31 March 2020

Gender Split



Median



Mean



Proportion of men and women in each pay quartile



Prospere Learning Trust does not currently make bonus payments to staff.



Understanding our Gender Pay Gap

As our Trust continues to grow our workforce demographics change from one reporting year to the next. Since 2019, our median pay gap has reduced from 10.7% to 8.8%, and our mean has increased from 4.6% to 5.5%. We remain below the UK national average gender pay gap for both the median and the mean.

The reason for changes to our reporting figures can be attributed partially to the changing demographics of our organisation, since the last reporting period in 2019 we have had one additional school join the Trust and will have a further 3 when we report our 2021 figures. Whilst a reduction in the median pay gap indicated a positive step in the right direction it can be difficult to draw meaningful comparisons from one year to the next.

What is clear from our year-on-year data is that we employ a much higher proportion of women than men at all levels of the organisation. This is a national issue, with the School Workforce in England Census reporting in 2019 that 75.8% of all school teachers in the UK were women. At the Prospere Learning Trust 74.6% of our workforce identify as a woman but the reason we have a gender pay gap, in spite of this high proportion, is due to there not being a proportionally equal balance of men and women at every level of the organisation; of the men we employ, they make up a higher percentage of the upper quartiles than they do the lower.

Improving our Gender Pay Gap

What we currently do:

- Conduct blind shortlisting of all recruitment campaigns
- Use skill-based assessment criteria, tasks and structured interviews to remove bias from the recruitment process
- Provide a range of options for flexible working and promote this in our recruitment campaigns
- Maintain fair and transparent pay grading structures based on job role

Goals and objectives:

- Ensure gender balance on all recruitment panels
- Review job advertisements and remove any gendered wording
- Increase Trust level data reporting on gender and diversity, with a particular focus on starters, leavers and reason for leaving
- Review performance management policies and understand employee career development opportunities throughout the Trust