

PROSPERE LEARNING TRUST – Gender Pay Gap Reporting

Snapshot date: 31st March 2018

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	7.2%	7.8%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A (bonuses not paid)	N/A (bonuses not paid)

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A (bonuses not paid)
Female employees (% paid a bonus compared to all female employees)	N/A (bonuses not paid)

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	18%	20%	35%	28%
Female (% females to all employees in each quartile)	82%	80%	65%	72%

Supporting statement

I confirm that the information published here is accurate.

Signature: L Jones

Date: 11 March 2019

Status/position: CEO

Optional supporting narrative

We operate a transparent pay scale across all roles that reflect the responsibilities of the role to ensure fair pay in each role and advertise each job with no gender bias. All roles are evaluated to objectively determine the appropriate pay scale. We have implemented blind recruitment to ensure protected characteristics are removed from applications before the shortlisting panel review them.

Overall we employ significantly more women than men, 75% of our workforce is female. This is evident across all quartiles, however, the proportion of females in the lower and lower middle quartile indicates an imbalance whereby more females occupy lower paid roles. These quartiles mainly consist of teaching assistants, admin support, estates and cleaning staff. Only 18% of staff in this quartile work all year round, with 82% working term time only. Due to the family friendly, term time working nature of most of these roles, we receive a significantly higher number of female applicants for these roles compared to male applicants, reflecting the gender bias that remains in society that women take the lead role in childcare.

The proportion of males in the upper middle quartile is significantly higher than the overall proportion of males in the workforce (10% higher), but more balanced in the upper quartile where 72% of staff are female. More monitoring and analysis on will be put in place to develop the evidence base, this will include areas such as; recruitment, promotions, numbers of men and women in each pay band, internal and external appointments, proportion of men and women returning to work after maternity / paternity / adoption / parental leave, teaching and non-teaching roles.