

Gender Pay Gap Report 2023



Gender Pay Gap 2023


On the snapshot date of 31st March 2023, Prospere Learning Trust was a Multi-Academy Trust employing 1031 people in the following:

Chorlton High School
CHS South
Manchester Enterprise Academy
MEA Central
Piper Hill High School
Pioneer House High School
Grange School
Prospect House Primary School
Prospere Central Team

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 2023

Gender Split



Median



Mean



Bonus Pay Gap
 Only women received bonuses.
 0.14% of women

Proportion of men and women in each pay quartile

Quartile **Total Staff**
 Lower 230



Quartile **Total Staff**
 Lower Middle 231



Quartile **Total Staff**
 Upper Middle 231



Quartile **Total Staff**
 Upper 230



*Total staff numbers take into account exclusions where an employee was not paid their usual full basic pay



Understanding our Gender Pay Gap

In 2023, our median pay gap moved from 6.2% to 15.2%, and our mean moved from 5.8% to 10%. We now exceed the median UK national average gender pay gap* by just under 1%.

There weren't significant changes to the make-up of our workforce from 2022 to 2023. There was, however, a slight decrease in the number of male employees (-3.9%) but an increase in the number of these employees in higher paid roles (+4%). The 2023 data does include employees on strike. In 2023 it therefore remained that we have more men in the higher paid roles than in the lower paid roles.

We know that in order to remove our gender pay gap we must ensure that there is a proportionate amount of men and women at all levels of our organisation. The reason for our gender pay gap in 2023 remains the result of a greater proportion of women in the lowest paid positions, when compared to the proportion of women in the whole organisation. We offer flexible working throughout the organisation, which typically attracts a higher proportion of female applicants. The proportion of staff who work on a flexible basis is significantly higher within the lower and lower middle quartiles.

We must continue to compare our future gender pay gap calculations and analyse how the changes to our workforce have any positive or negative impacts on our gender pay gap.

*Source: House of Commons Library: The gender pay gap 10 November 2023
[SN07068.pdf \(parliament.uk\)](#)

Improving our Gender Pay Gap

What we continue to do:

- Conduct blind shortlisting on 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 advertise this in our recruitment campaigns
- Maintain fair and transparent pay grading structures based on job role
- Review Trust level data reporting on grade progression, promotions and reasons for leaving

Goals and objectives:

- Encourage diverse panels and ensure gender balance on all recruitment panels
- Analyse the demographics of applicants to different level roles to determine trends and possible barriers to those wishing to apply
- Continue to review performance management policies and understand employee career development opportunities throughout the Trust, taking into account any barriers to progression for women