

# Gender Pay Gap Report 2021



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On the snapshot date of 31<sup>st</sup> March 2021, Prospere Learning Trust was a Multi-Academy Trust employing 875 people in the following:

Chorlton High School  
CHS South  
Newall Green High School  
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 2021

## 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

In 2021, our median pay gap reduced from 8.8% to 5.9%, and our mean reduced from 5.5% to 4.3%. We remain below the UK national average gender pay gap for both the median and the mean.

There were sizeable changes to the make-up of our workforce from 2020 to 2021 with two large main-stream schools joining the Trust, Manchester Enterprise Academy and MEA Central. This brought a large increase in the number of teachers included in our gender pay gap calculations, in particular women teachers, resulting in a larger increase in the median hourly pay rate for women from 2020 to 2021 than that of the men.

However, 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 2021 was the result a greater proportion of women in the lowest paid positions when compared to the proportion of women in the whole organisation.

Now that we have a benchmark on which we can compare our future gender pay gap calculations we can analyse the changes to our workforce and understand any positive or negative impacts on our gender pay gap.

## 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.

### ***Goals and objectives:***

- Encourage diverse panels and ensure gender balance on all recruitment panels
- Review job advertisements, remove any gendered wording and analyse the demographics of applicants to different level roles to determine trends and possible barriers to those wishing to apply.
- Continue to review Trust level data reporting on grade progression, promotions and reason for leaving.
- Review performance management policies and understand employee career development opportunities throughout the Trust, taking into account any barriers to progression for women.