

Gender Pay Gap Report 2022



The
Prospect
Trust



Introduction

This report provides the statutory information that The Prospect Trust is required by law to publish under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As per the national guidelines the gender pay gap is monitored and reported based on hourly rates of pay. The snapshot date used in this report is 31 March 2022. At the time of reporting The Prospect Trust included data from three academies (Sixth Form College Farnborough, Tomlinscote School and Frimley Church of England Junior School) and a central services team. The report includes a total of 552 employees.

In the fourth year of gender pay gap reporting The Prospect Trust continues our commitment to equality and improving the gender pay gap and we work hard to ensure we have an inclusive workforce across all levels of our organisation. Through our workforce practices we offer:

- equal opportunities;
- equal treatment of employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability;
- assurance that pay decisions are equal and fair;
- clearly defined recruitment processes to promote effective talent management and retention;
- a supportive approach to flexible working requests for all employees.

Context

Recognising the difference between the gender pay gap and equal pay is important for the purposes of this report.

Equal Pay is legislation that makes it unlawful to pay people less when doing the same work for equal value, based on their gender.

Gender Pay Gap uses six statutory measures to compare the hourly rates of pay for male and female employees across the workforce.

The six statutory metrics set out by the Government Equalities Office include:

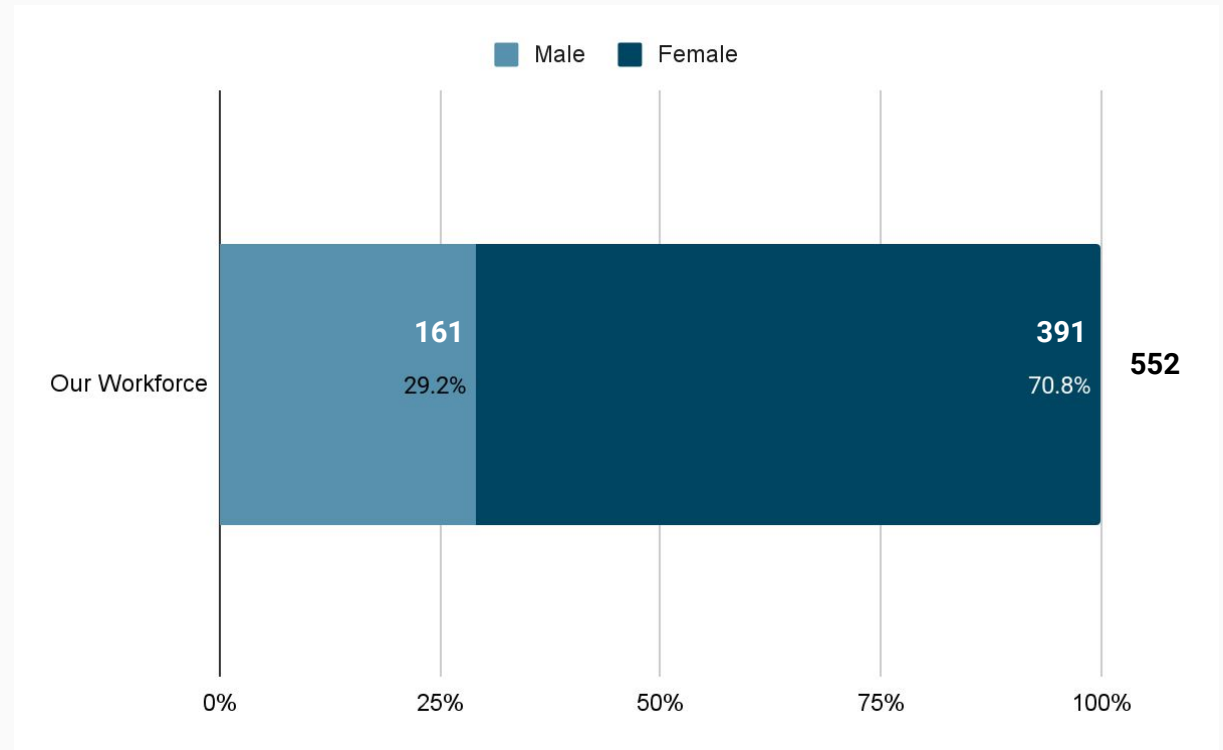
1. **median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
4. **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
5. **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands

Workforce Composition

On 31 March 2022 The Prospect Trust employed 552 staff who met the criteria for gender pay reporting.

The 552 employees included 161 (29.2%) male and 391 (70.8%) female.

The Trust covers two local authorities and respective pay scales are in line with national, local authority and sector recommendations.



Gender Pay Gap Results

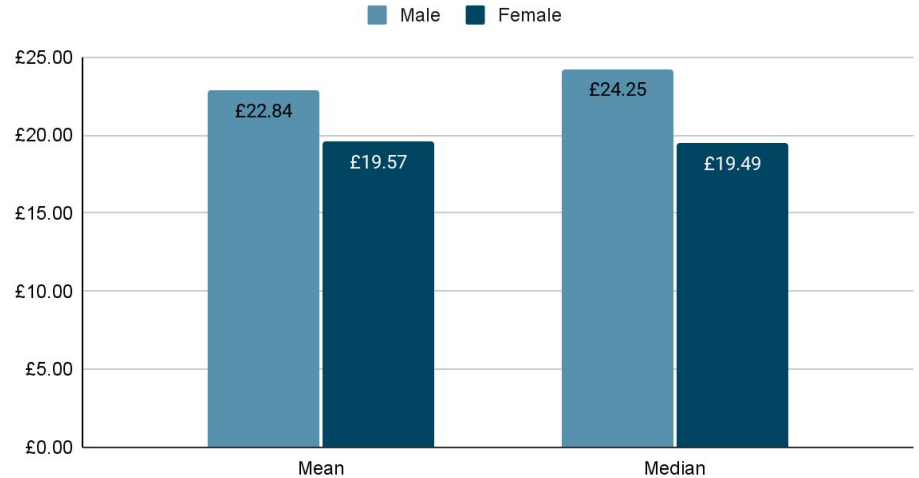
2022

14.32% Mean	19.63% Median
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2021

14.57% Mean	18.06% Median
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Hourly Rate



Bonus Pay

2022

0% Male	0% Female
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2021

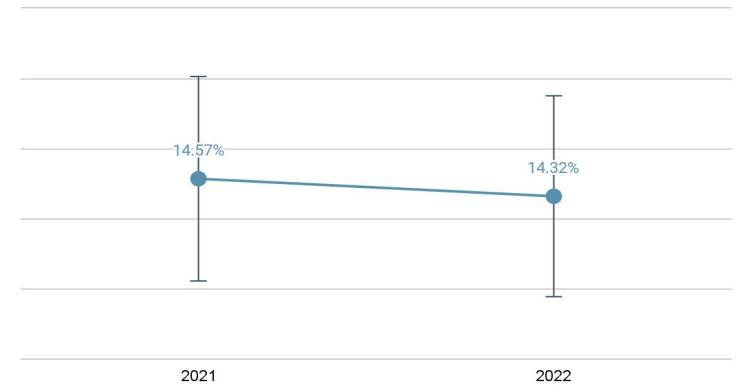
0% Male	0% Female
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No bonus payments were awarded within this period and as such there is no data to report for these categories.

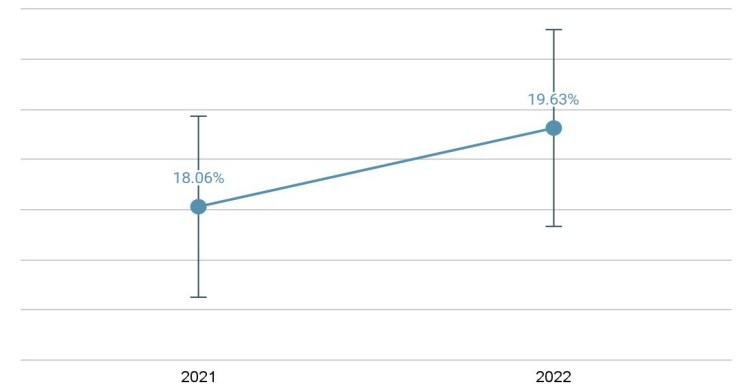
Gender Pay Gap Analysis

- The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings, which is impacted by workforce distribution.
- The Trust workforce on 31 March 2022 was 71% women. This is 1% higher than 2021, but remains lower than the national sector average of 80%.
- The average gender pay gap in the education sector is 26%. This indicates that the Trust is performing significantly above average for the education sector.
- The mean gender pay gap has marginally improved compared to the reported 2021 figure (14.57%), however the median gender pay gap has slightly increased for the same period. Salary ranges in the upper quartile are much broader than in other quartiles, due to the more specialised roles at these levels and this significantly contributes to the median gender pay gap results.
- The Trust remains confident that the gender pay gap does not originate from paying men and women differently for the same or equivalent work.
- Trust salary scales for teaching and support staff follow national, local authority and sector recommendations, with starting salaries and performance increments consistently and fairly applied.

Mean Gender Pay Gap

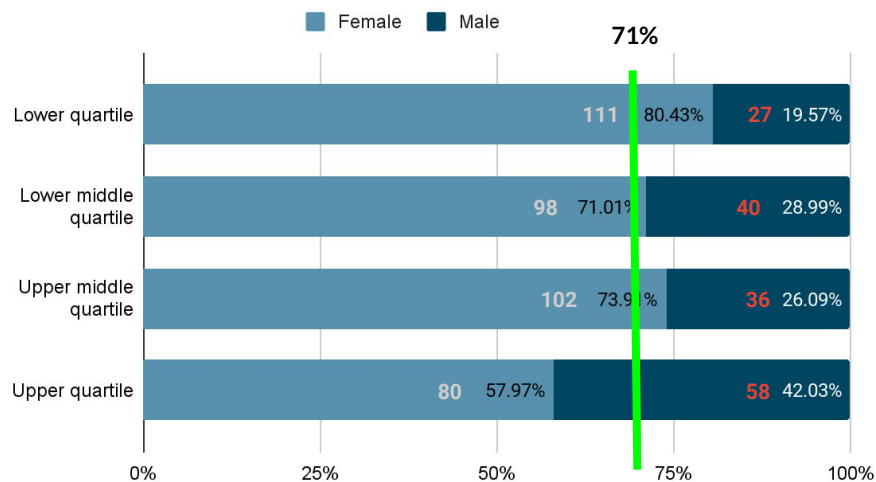


Median Gender Pay Gap



Pay Quartiles

Proportion of male and female employees by pay quartile



All pay quartile figures have been calculated through the Trust payroll system using the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and reflect the distribution of male and female employees across the four equal pay bands.

The Trust workforce population is predominantly female (71% of the current workforce) and the green reference line on the chart highlights this for reference purposes.

Currently, from a ratio perspective there are more than two female employees to every one male employee. The gender distribution within each pay quartile band, would need to reflect this ratio to achieve a zero pay gap. The pay quartiles chart illustrates that the gender distribution of the Trust workforce in the lower middle and upper middle quartiles is moving towards this target, but significant progress is required in the lower and upper pay quartiles. The distribution of male and female employees in these quartiles is not in line with the overall ratio and it is this gender distribution that contributes to the current gender pay gap results.

Gender Pay Gap Analysis

There are 182 female employees and 94 male employees within the highest two gender pay quartiles. In line with the education sector, Trust data highlights a dominance of female employees (209) compared to male employees (67) in the lowest two gender pay quartiles, which significantly contributes to the ongoing gender pay gap.

The majority of the roles that female employees elect to undertake within the Trust are the lower paid administrative positions, many of which offer term-time working. Additionally and as noted within the 2021 data report, the lower quartile continues to include 31 individuals undertaking the role of cleaning assistant at The Sixth Form College Farnborough and only one of these employees is male. The majority of local educational establishments, including the Trust in terms of its wider Academy portfolio, outsource the cleaning operation and these lower paid staff do not form part of the gender pay calculation.

The core senior leadership teams at Trust Academies are diverse in terms of both male and female employees:-

- The Sixth Form College Farnborough continues to be led by Catherine Cole and her core team (4 employees) consists of two female and two male Assistant Principals. When Director level employees are included, this incorporates an additional female employee and a further two males respectively.
- At Tomlinscote School, Rob Major continues to lead the School senior leadership team and this consists of one female Vice Principal, three female Assistant Principals and two male Assistant Principals.
- Frimley Church of England Junior School is led by Clare Wright, with support from two female Deputy Headteachers.

In terms of the curriculum departmental leadership tier, at the time of reporting Tomlinscote School and The Sixth Form College Farnborough had circa 55% female representation at this level and Frimley Church of England Junior school had 75% female representation. Support staff management within the largest Trust Academy workforce (The Sixth Form College Farnborough) continues to have strong female representation, with circa 70% of leadership roles filled by females.

The Trust Executive included four male employees (including the Chief Executive Officer) and one female employee within this reporting period, but female leadership representation was much higher within the Trust core service strands (HR/Finance/Estates/Careers) with 80% of senior leadership posts held by females.

Action Plan

The Trust remains committed to focusing on the initiatives outlined in 2021 and recognises that it can take several years before some have any meaningful impact on overall gender pay gap results.

The focus for the last year has been:

- An ongoing review of the overall recruitment process and candidate experience, with a view to removing any unintended bias and/or barriers within this process.
 - In addition to safer recruitment training, the Trust has always sought to ensure a diverse interview panel, including an appropriate gender balance.
 - Exploring local careers events to raise awareness within the wider community of the diverse range of employment opportunities within the Trust.
- Engaging with staff that have taken a period of maternity or parental leave in order to understand any perceived or real barriers that may inhibit progression when returning to work.
- Continuing to support flexible working opportunities for all employees where possible, as this has been identified as a key factor in reducing the gender pay gap.
- Reviewing and promoting opportunities for flexible working when roles are advertised.
- Offering leadership coaching and supporting leadership opportunities for women.
- Providing a CPD programme that is accessible to all staff regardless of working patterns, including more online webinar opportunities.

Summary

The Trust is confident that male and female employees receive equal and fair pay for the same work and in line with the Trust scheme of delegation, any revisions to reward frameworks require Trust Board approval. As already noted, teaching and support staff roles are aligned to national, local authority and sector recommendations.

To achieve greater gender pay parity the Trust will need to attract, recruit and appoint more male staff in the lower quartiles and more female staff in the upper quartiles. Whilst this is the ambition for the Trust, societal norms continue to result in female employees with caring responsibilities valuing the diverse and unique role opportunities that the education sector is able to offer on a term-time only basis. The Trust continues to approach this challenge with a degree of realism in terms of the limited influence that it is able to have over some of these individual choices, but remains committed to removing any remaining barriers that inhibit female candidates joining and/or progressing within the Trust.

The Trust is committed to building an inclusive place to work and an environment within which every individual has an equal opportunity to succeed. On behalf of Trustees, the Trust Executive and Academy leadership teams will continue to work collaboratively to create a gender-balanced and representative workforce overall, seeking to break down and address any stereotypical attitudes that inhibit progress.

Declaration:

I confirm that the above information has been prepared from Trust payroll data on the snapshot date and that it fairly represents the Gender Pay Gap information for The Prospect Trust

Becky Young
HR Director