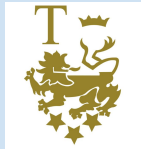


# Gender Pay Gap Report 2023



# Introduction

The Prospect Trust is a Multi-Academy Trust (MAT), operating three diverse academies across Surrey and Hampshire.

Where the education sector continues to face a persistent gender pay gap, this report analyses our data, explores potential causes and proposes actions that we are committed to in order to narrow our gap as best we can.

This report gives a snapshot of the gender balance in our organisation. On this date the Trust employed 667 members of staff who were recognised as full pay relevant employees.

The gender distribution of our workforce was:



These staff are employed across the following locations; 1 sixth form college, 1 secondary school, 1 junior school and a central services team. The Trust also operates across two local authorities and we ensure respective pay scales are in line with national, local authority and sector recommendations.

# Methodology

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 sex.

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

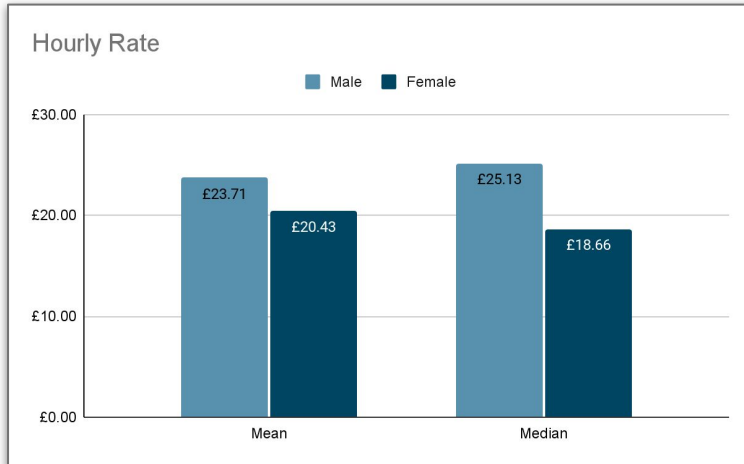
The six statutory metrics set out by the Government Equalities Office include:

1. **median gender pay gap** – the difference between the median hourly rate of pay of male and female full-pay relevant employees
2. **mean gender pay gap** – the difference between the mean hourly rate of pay male and female full-pay relevant employees
3. **median bonus gap** – the difference between the median bonus pay paid to male and female relevant employees
4. **mean bonus gap** – the difference between the mean bonus pay paid to male and female relevant employees
5. **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay
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

# Gender Pay Gap

Our hourly pay gap, expressed as a percentage of male earnings shows:

<b>Mean</b> <b>13.85%</b> <i>Lower for women</i>	<b>Median</b> <b>25.73%</b> <i>Lower for women</i>
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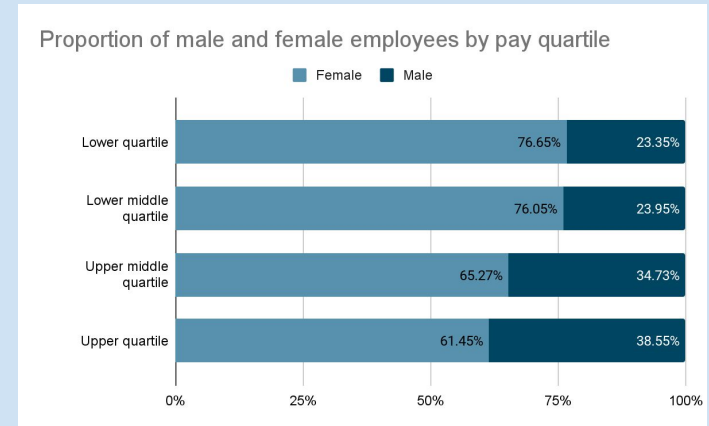
<i>For every:</i>	Mean	Median
<b>Male</b>	£1.00	£1.00
<b>Female</b>	£0.86	£0.74

# Bonus Pay Gap

<b>0%</b> Male	<b>0%</b> 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.

# Our Pay Quartiles



# Our Workforce by Role Type

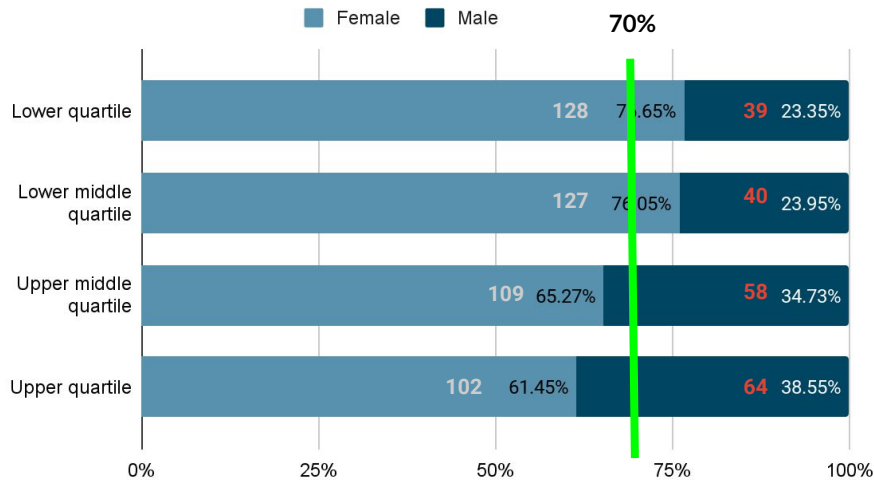


As the gender distribution in our organisation is predominantly female, it was important for us to delve into how females are also distributed across the different role types in our three academies and central services team. This information was valuable in helping us explore why a gender pay gap exists and what we can do to minimise it.

For reference, teachers represent the largest group of employees in our organisation and they match the gender distribution as a group that we observe as a whole (70% females: 30% males).

# Gender Pay Gap Analysis

Proportion of male and female employees by pay quartile



To explore our gender pay gaps in more detail it is important to look at our pay quartiles first. Our benchmark when considering the pay quartiles is 70% since this is the representation of females in our workforce. The snapshot data shows that females exceed the green reference line in the two lower quartiles whereas in the upper two quartiles they fall short. As the distribution of male and female employees in each quartile is not in line with the overall ratio a pay gap is formed.

Whilst our gender pay gap calculations are below the national average for the education sector (29.4%), they are higher than the overall national average (9.8%) and this is due to the dominance of females in lower quartiles and their subsequent underrepresentation in the upper quartiles where we find the higher paid roles.

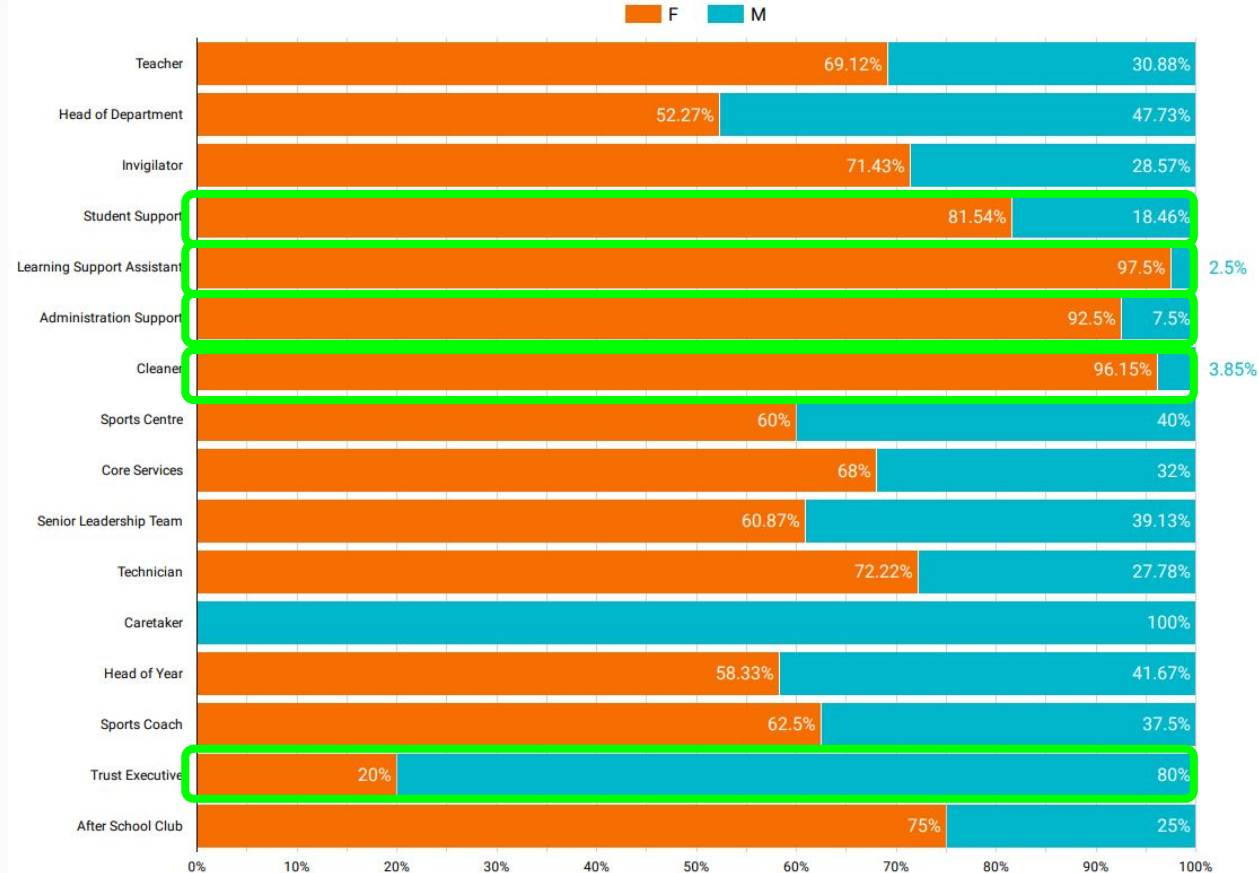
Although we do have more females in every quartile, it is the increasing percentage of males moving up through the quartiles that is significant in also widening the gap once it has formed.

# Gender Pay Gap Analysis

The majority of the roles that female employees elect to undertake within the Trust are the lower paid administrative positions, many of which offer more flexible hours and/or term-time working. This is highlighted in the graphic showing a drill down of the gender distribution across the different job roles we offer.

There are four important roles to reference here; Student Support, Learning Support Assistants, Administration Support and Cleaners, which are all roles held almost entirely by females but are also roles which occupy the bottom two quartiles. In comparison, our Trust Executives, who hold some of our most senior and highly paid roles are mostly held by males.

Whilst it is great to see that women represent a greater distribution of gender for role types of most levels in our organisation, it is still their dominance in the lower paid quartiles that means any of the roles held by males are shunted upwards into the quartiles above, which contributes to a widening gap significantly.



# Gender Pay Gap Analysis

Teaching Roles	Mean			Median		
	Female	Male	Gap	Female	Male	Gap
Senior Leadership Team	£40.07	£40.42	-0.85%	£39.10	£39.54	-1.10%
Head of Department	£29.78	£29.51	0.9%	£29.40	£29.31	0.34%
Teacher	£26.06	£26.86	-2.95%	£25.98	£25.98	<u>0.00%</u>

Another key factor in our gender pay gap is the notable difference between teaching and non-teaching staff. For example, our lowest paid employees earn an average rate of £11.21 per hour compared to our highest paid employees who earn an average rate of £33.35 per hour. This creates a gap of £22.14, which equates to a 66% difference in pay.

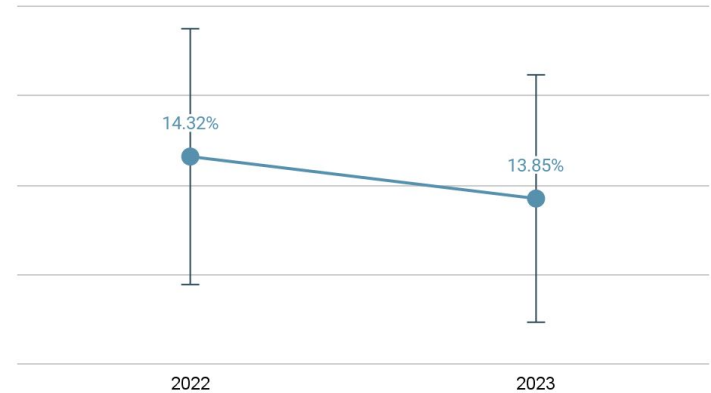
As teachers are the largest group, representing 30% of our workforce we decided to explore their roles as a separate dataset for comparison. Where the variation between pay at the top and bottom end of the payscales is smaller and the gender distribution within that role is in line with our benchmark of 70%, we can see the pay gap is marginal. We are particularly pleased to report that at a teacher level, the median pay gap is **0%**. This means if we put all our female teachers and all our male teachers in a line, the middle teacher for both genders would earn exactly the same.

For teaching roles with leadership responsibilities the mean and median pay gap is less than 1% in favour of men whilst at senior leadership level the gap is also 1% but in favour of women.

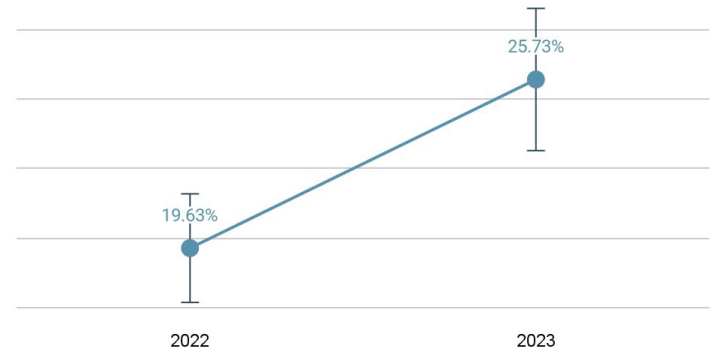
# Gender Pay Gap Comparison

- Our **mean pay gap** has shown a **0.47% improvement** over the last year which indicates the average salary for females is moving closer to the average salary for males and that women overall are earning slightly more than they were in 2022.
- The **median gender** pay gap has increased for the same period, which can be linked to some movement that we have observed where the total number of male employees in the two mid quartiles has grown since last year. This has contributed to the median gender pay gap results widening in comparison to last year.
- The Trust remains confident that the gender pay gap does not originate from paying men and women differently for the same or equivalent work. This is because 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





# Action Plan

The Trust remains committed to focusing on the initiatives outlined in 2022.

## **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. The Trust has always sought to ensure a diverse interview panel, including an appropriate gender balance.
- 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.
- Offering leadership coaching and supporting leadership opportunities for women.
- Developing career pathways and encouraging female staff to apply for promotional posts in our Trust.

## **This year we are committed to:**

- Responding to feedback about Employee Assistance Programme from those on family leave.
- Reviewing the pay scales of our lowest paid workers (who are mostly women).
- Providing a stronger HR service to support employees with their prenatal maternity/parental leave planning and subsequent return to work.
- Forming a menopause working party with plans to introduce a menopause policy.
- Planning a number of sessions at our annual Trust conference, to help support our colleagues succeed in the workplace:
  - Neuroscience for Parents
  - Miss Menopause
  - Managing Difficult Conversations
  - Insights Discovery - A Self-Awareness Journey

# 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 valuing the diverse and unique role opportunities that the education sector is able to offer on a term-time only basis. Unfortunately these roles will always sit in our lowest paid quartile. The Trust remains committed to focusing on the initiatives outlined in our action plan but recognises that it can take several years before some have any meaningful impact on overall gender pay gap results.

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

**Andy Yarrow**  
CEO