

Statement on Gender Pay Gap at The Prospect Trust

We are dedicated to ensuring that our workplace is inclusive and fair for all employees. As part of this commitment, we have conducted a thorough analysis of our gender pay gap for 2024. We would like to share the key findings and the steps we are taking to address this important issue.

Key Findings

- **Mean Gender Pay Gap:** The mean gender pay gap at The Prospect Trust is 14.87%.
- **Median Gender Pay Gap:** The median gender pay gap is 28.96%.
- **Workforce Composition:** Our workforce comprises 29% male employees and 71% female employees.

Pay Distribution by Quartile

- **Lower Quartile:** 21.26% male, 78.74% female
- **Lower Middle Quartile:** 26.44% male, 73.56% female
- **Upper Middle Quartile:** 31.61% male, 68.39% female
- **Upper Quartile:** 38.15% male, 61.85% female

Conclusion

The gender pay gap at The Prospect Trust is primarily driven by the concentration of women in lower-paying positions and their under-representation in higher-paying roles. Factors such as uneven role distribution in the sector, retention and workforce dynamics, and flexible working patterns are all contributors. Addressing these issues requires a multifaceted approach, including promoting professional development, supporting flexible working arrangements, and encouraging women to pursue leadership roles.

We are committed to strengthening our efforts in the following areas:

- **Professional Development:** We will continue to promote engagement in professional development and leadership programs for women. This includes encouraging support staff to join career development sessions and supporting participation in Women Leadership Programs.

- **Flexible Working:** We recognise the importance of flexible working arrangements in helping employees balance work and personal responsibilities. We will review our flexible working policies to meet the evolving needs of our workforce and promote the Trust's Family Leave Entitlements.
- **Fair Compensation:** To ensure fair compensation, we adhere to nationally agreed pay scales for both teaching and support staff. These scales, based on qualifications and experience, guarantee equal pay for equal work, irrespective of gender. Additionally, staff on the lowest payscale received a cost-of-living award above the recommended 5.5% in September 2024.

We are confident that these initiatives will help bridge the gender pay gap and support the success of all our employees at The Prospect Trust and we are committed to strengthening them.

Sincerely,

Andy Yarrow
CEO
The Prospect Trust