



Gender Pay Gap Report 2020

What is a Gender Pay Gap Report and why are we publishing this data?

This Report contains our statutory disclosure of the gender pay gap across the UK Prior Park Schools.

All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. Employers are required to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile - in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

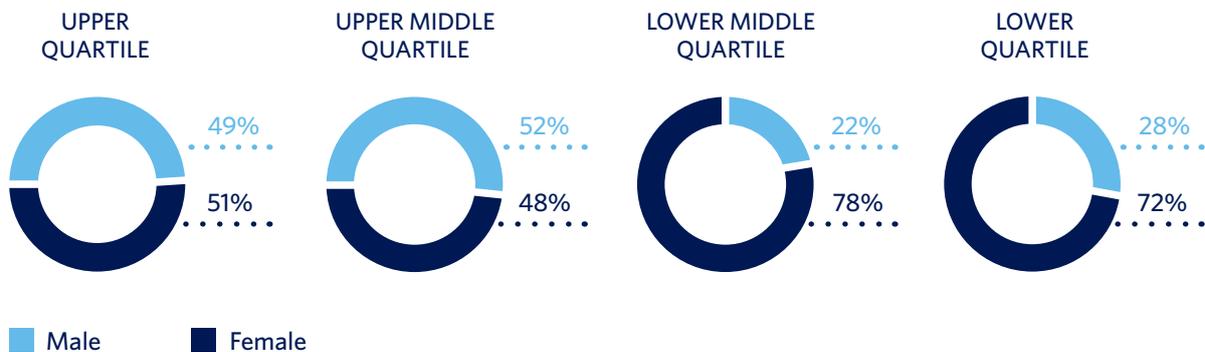
Total number of Employees

As at the snapshot date of 5 April 2020 we had 269 (2019: 266) employees across Prior Park Schools in the UK (Prior Park College and the Paragon School). The split between men and women was as follows:



Pay Quartiles

The following charts show the gender distribution across four equally sized pay quartiles:



These show that Prior Park Schools have an equal gender distribution in the two upper quartiles while in the lower quartiles there is a higher percentage of female staff. The analysis is based on hourly rates per employee so isn't skewed by numbers of part-time employees of either gender. This view is similar to the picture for the past three years.

Pay & Bonus Gap

The following table captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5 April 2020. A positive figure indicates a higher percentage paid to men than women and a negative figure indicates a higher percentage paid to women than men.

GENDER PAY GAP AND GENDER BONUS GAP (as at the snapshot date 5 April 2020)

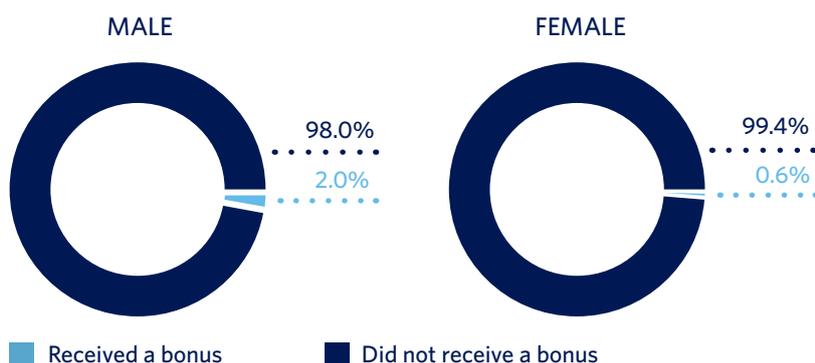
	MEAN	MEDIAN
PAY GAP	15.6%	18.2%
BONUS GAP	-100%	-100%

Although men and women are paid equally when working in equivalent roles we have found that due to the fact that we have more women in the bottom two quartiles they are paid on average 15.6% (2019: 15.2%) less than men across our organisation and the median pay rate of men is 18.2% (2019: 19.4%) higher than women.

There has been a slight widening (0.4%) in the pay gap since the last report, although the median gap has closed slightly. The gap will have closed further since the snapshot date due to:

- The recent appointment of women to two senior executive roles means that two out of four of the Prior Park Schools executive roles are now filled by women.
- Our commitment to keep raising the minimum level of pay above the National Minimum Wage (our lowest rate of pay now being £9 per hour).

PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2018/19 ACADEMIC YEAR (paid in 2019/2020)



These charts show a 1.4% (2019: 4%) points difference between the percentage of men and women paid a bonus for their performance in the 2018/19 academic year, with 2% of men receiving a bonus and 0.6% of women. However, as can be seen from the bonus gap result (-100%) the women who were paid a bonus were paid proportionally higher bonuses than men during 2019/20. As we are a charitable trust, performance bonus payments are limited in number and value. This is reflected in the bonus percentage data.

Our Actions

Prior Park Schools are committed to ensuring fairness, equality and inclusion in the workplace. We are confident that our employees are paid equally when working in equivalent roles regardless of gender. We are committed to ensuring equal pay for equal work and to seeing a reduction in the gender pay gap across our schools. We will be monitoring this data regularly and working towards closing the gap wherever and however possible.

I can confirm that the data published in this report is accurate.

Emma Sandberg
Director of Operations & Finance, Prior Park Schools