

Gender Pay Gap Report 2023

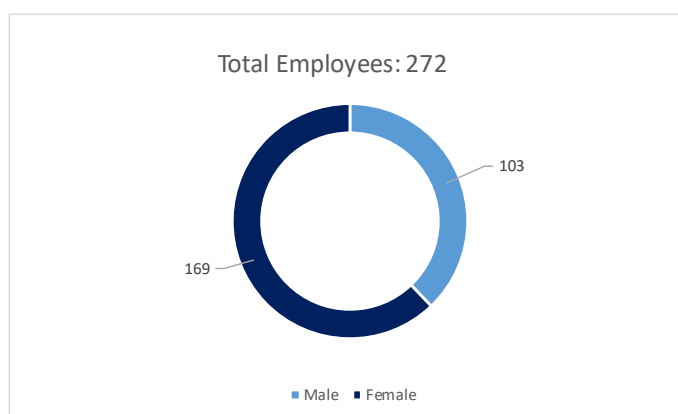
What is a Gender Pay Gap Report and why are we publishing this data?

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.

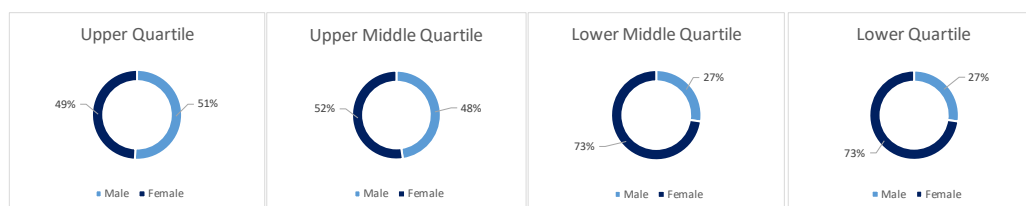
Total number of Employees

As at the snapshot date of 5 April 2023 we had 272 (2022: 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 six years.

Pay & Bonus Gap

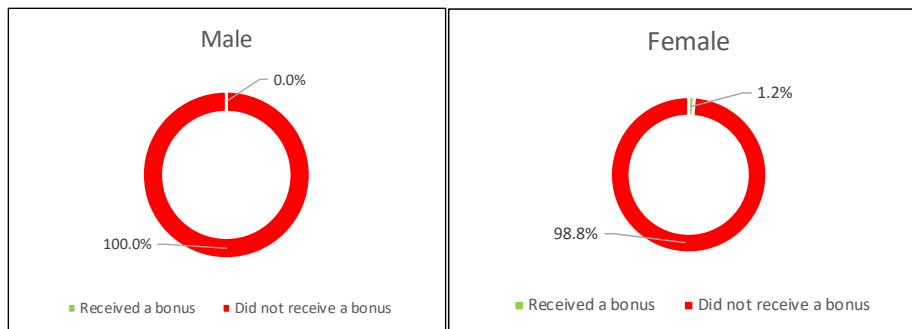
The following table captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5 April 2023. A positive figure indicates a higher percentage paid to men than women and a negative figure indicates a higher percentage paid to women than men.

GENDER PAY GAP AND GENDER BONUS GAP (as at the snapshot date 5 April 2023)

	MEAN	MEDIAN
PAY GAP	14%	21.8%
BONUS GAP	N/A	N/A

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 14% (2022: 15%) less than men across our organisation and the median pay rate of men is 21.8% (2022: 16.9%) higher than women. The mean pay gap has closed slightly (by 1%) whilst the median pay gap has increased slightly (by 4.9%) over the past year.

PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2021/22 ACADEMIC YEAR (paid in 2022/23):



These charts show a 1.2% (2022: 1.8%) points difference between the percentage of men and women paid a bonus for their performance in the 2021/22 academic year, with 0% of men receiving a bonus and 1.2% of women.

As we are a charitable trust, performance bonus payments are generally limited in number and value.

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