

Gender Pay Gap Report 2025

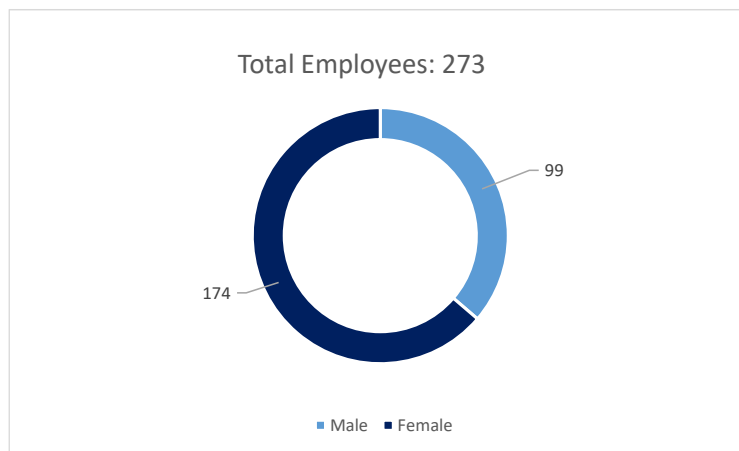
What is a Gender Pay Gap Report and why are we publishing this data?

This Report contains our statutory disclosure of the gender pay gap across the UK Prior Park Schools. At Prior Park Schools we are committed to equality of pay regardless of gender.

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.

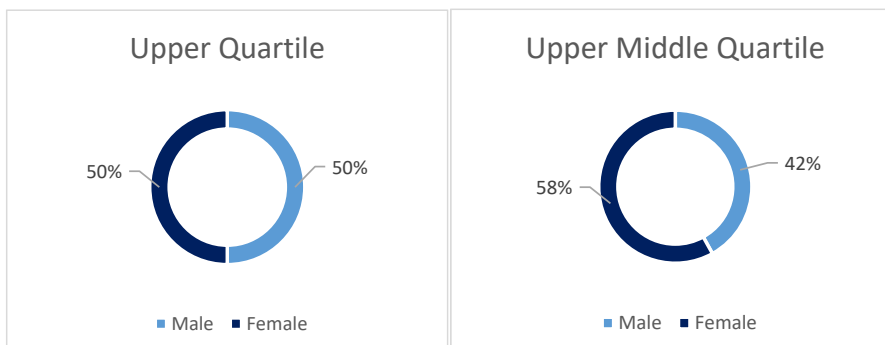
Total number of Employees

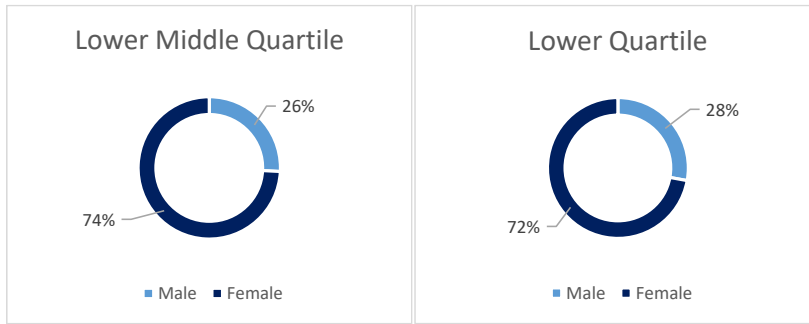
As at the snapshot date of 5 April 2025 we had 273 (2024: 280) employees across Prior Park Schools in the UK (Prior Park College and the Paragon School). The split between men and women was as follows:



Pay Quartiles

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





These show that Prior Park Schools has an equal gender distribution in the upper quartile, whilst in the other three quartiles there is a significantly higher percentage of female staff. This 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 eight 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 2025. 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 2024)

	MEAN	MEDIAN
PAY GAP	15.6%	19.7%
BONUS GAP	N/A	N/A

Our analysis of the figures has shown the following:

- Men and women are paid equally when working in equivalent roles
- We have more women in the two lower quartiles occupying more of these lower paid positions than men therefore on average women are paid 15.6% (2024: 13.2%) less than men across our organisation and the median pay rate of men is 19.7% (2024: 19.5%) higher than women.
- Both the mean and median pay gaps widened slightly by 2.4% and 0.2% respectively over the past year.

As our teaching staff are on a published academic pay scale we ensure gender equality in this area. We also ensure that all business and educational support staff salaries are benchmarked against local market rates and are individually evaluated to ensure that they are fair for the role being undertaken.

As we are a charitable trust, performance bonus payments are not generally paid to staff.

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 and will continue to benchmark each role against the local market.

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

Emma Sandberg, Chief Operating Officer, Prior Park Schools