



## Gender Pay Gap Report – March 2023

As an organisation with more than 250 employees, Prosper Together Multi Academy Trust is required to publish and report the following information:

- Mean and median gender pay gap using hourly pay.
- Mean and median gender pay gap using bonus pay.
- Percentage of males and females receiving bonus pay.
- Percentage of males and females in each hourly pay quarter.

This report shows Prosper Together Multi Academy Trust (the 'Trust') gender pay gap as at the snapshot date of 31/03/2023.

### Gender Pay Gap and Bonus Reporting

Mean Gender Pay Gap	30.5%
Median Gender Pay Gap	56.1%
Mean Gender Bonus Pay Gap	0%
Median Gender Bonus Pay Gap	0%

### Percentage of male/female employees who received bonus pay



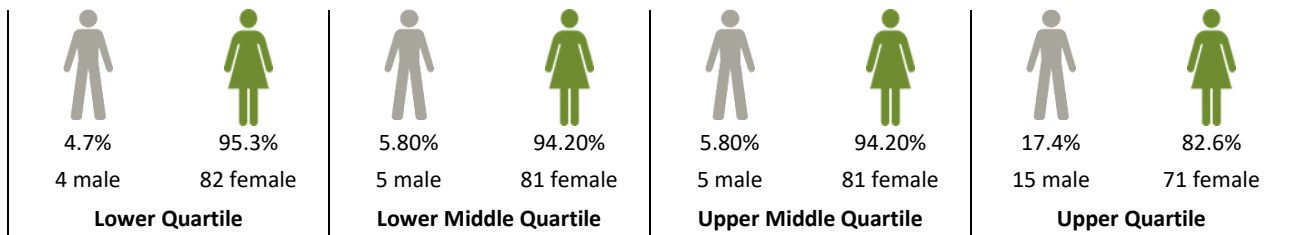
0%  
Male



0%  
Female

The Trust does not pay bonuses.

### Proportion by Pay Band Quartiles Reporting



Prosper Together Multi Academy Trust is committed to paying men and women the same salary for work of equal value and uses the nationally negotiated pay scales for Teachers and Support staff as the basis for its pay grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation and benchmarking process.

The Trust is committed to the promotion of equality of opportunity for all its employees. We aim to recruit and retain the best talent and appoint to roles based on merit regardless of age, gender, marital status, sexual orientation, disability or religion and belief. The Trust has policies in place to support flexible working choices and parental leave.

The Trust is confident that the gender pay gap does not result from paying men and women differently for the same equivalent work. The gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

Like many other public sector organisations, and in particular primary and early years phases of the education sector, the majority of the Trust's employees are women. Nationally, in 2022, 84% of primary and nursery phase teachers were female, 93% of teaching assistants, 90% of administrative and other support staff, and 86% of auxiliary staff. At 91.6%, the proportion of Trust roles undertaken by females is above average for the sector.

The greater proportion of job types in the Trust are support staff roles, these are usually part-time and part-year such as Teaching Assistants, Play Workers and Midday Meal Supervisors. These roles typically fall within lower pay ranges and undertaken by a vast majority of female employees, which is reflected in the quartile banding above. Over 50% of the male employees in the Trust are employed in Teaching positions, which is reflected in the upper pay quartile banding. The Trust's senior management team consists of five females and two males.

The Trust is aware that the number of males in the organisation is lower than average for support and teaching roles. The Trust will seek to further promote diversity and inclusivity in recruitment and selection materials and processes for both support and teaching roles, where possible. It will also continue to promote career progression through CPD and family friendly policies.

I confirm the data reported is accurate.

Rob Fletcher  
Chief Executive Officer