



## Gender Pay Gap Report – March 2025

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

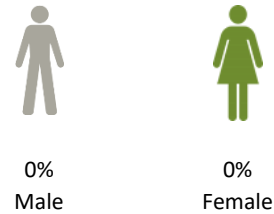
- Mean and median gender pay gap using hourly pay.
- Mean and median gender pay gap using bonus pay.
- Percentage of males and females receiving bonus pay.
- Percentage of males and females in each hourly pay quarter.

This report shows Prosper Together Multi Academy Trust (the 'Trust') gender pay gap as at the snapshot date of 31/03/2025.

### Gender Pay Gap and Bonus Reporting

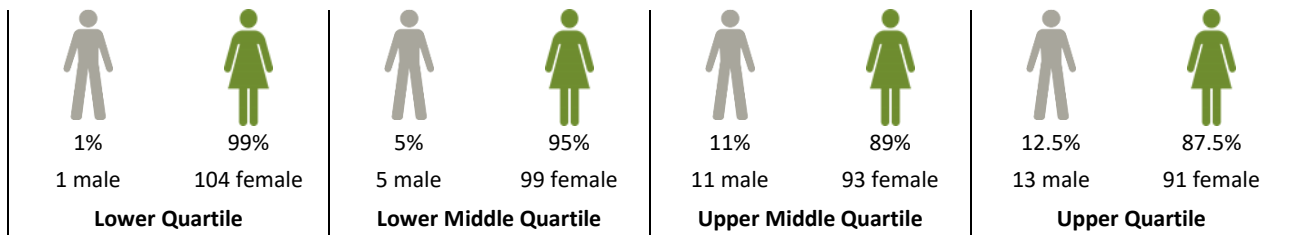
Mean Gender Pay Gap	28.2%
Median Gender Pay Gap	28.65%
Mean Gender Bonus Pay Gap	0%
Median Gender Bonus Pay Gap	0%

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



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. At 92.6%, the proportion of Trust roles undertaken by females is slightly above average for the education sector. The increase in the Gender Gap and proportion of females is due to a new school joining the Trust and not due to recruitment practices.

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 70% of the male employees in the Trust are employed in Teaching positions, which is reflected in the upper pay quartile banding. At 31/03/2025 the Trust's senior management team consisted of six 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 continues to 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.

Selina Timmins  
Chief Executive Officer