

# Gender Pay Gap Report 2017

## 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 new 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.

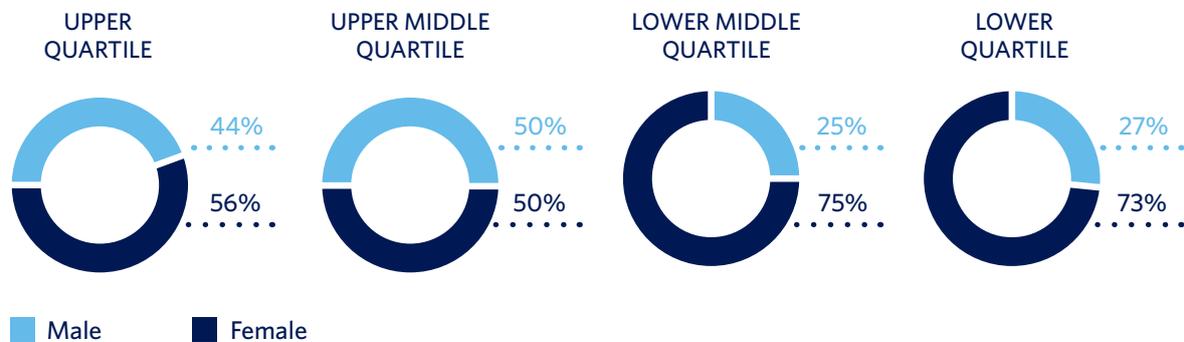
## Total number of Employees

As at the snapshot date of 5 April 2017 we had 255 qualifying employees across the current schools within 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 a fairly 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.

## 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 2017. 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 2017)

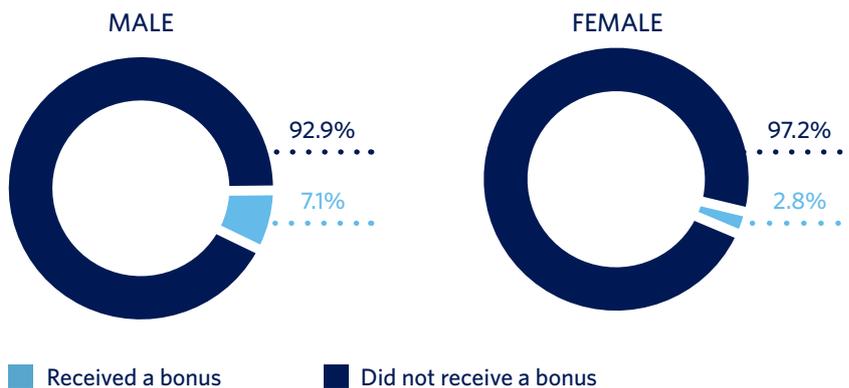
	MEAN	MEDIAN
PAY GAP	16.5%	17.1%
BONUS GAP	84.8%	73.6%

Although men and women are paid equally when working in equivalent roles we have found that due to the fact that we have more men in executive and senior management roles they are paid on average 16.5% higher than women across our organisation and the median pay rate of men is 17.1% higher than women.

#### Note: Mean vs. Median

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complementary, and illustrate different aspects of the distribution of pay across an organisation. The median is a statistic commonly used in analysing both internal pay tendency and external market norms, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary. The mean is the overall average of the whole sample and thus can be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.

### PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2015/16 ACADEMIC YEAR (paid in 2016/2017)



These charts show a 4.3 % points difference between the percentage of men and women paid a bonus for their performance in the 2015/16 academic year, with 7.1% of men receiving a bonus and 2.8% of women. 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 to ensure the gap continues to narrow.

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

**Gerard Hickie**  
Chief Operating Officer  
Prior Park Schools