

Statement on Gender Pay Gap at The Prospect Trust 2025

We are dedicated to ensuring that our workplace is inclusive and fair for all employees.

We uphold the following principles:

- Equal opportunities for all staff
- Fair and equitable pay decisions
- Transparent recruitment processes
- Flexible working practices for all employees

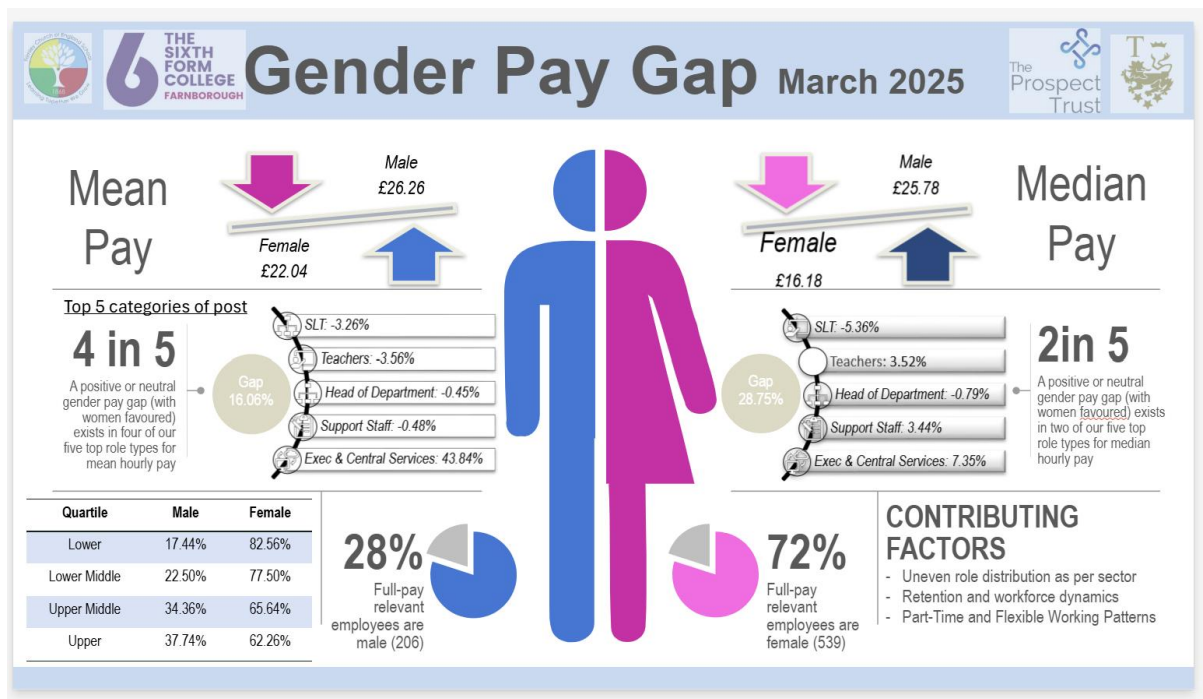
As part of this commitment, we have conducted a thorough analysis of our gender pay gap for 2025. We would like to share the key findings and the steps we are taking to address this important issue.

Key Findings

- **Mean Gender Pay Gap:** The mean gender pay gap at The Prospect Trust is 16.06%
- **Median Gender Pay Gap:** The median gender pay gap is 28.75%.
- **Workforce Composition:** Our workforce comprises 28% male employees and 72% female employees.

Pay Distribution by Quartile

- **Lower Quartile:** 17.44% male, 82.56% female
- **Lower Middle Quartile:** 22.50% male, 77.50% female
- **Upper Middle Quartile:** 34.36% male, 65.64% female
- **Upper Quartile:** 37.74% male, 62.26% female



Gender Pay Action Plan

We acknowledge the increase over the last 12 months in our Mean Gap and therefore remain committed to ensuring gender is not a barrier to career progression. Our workforce remains heavily female and our focus is on ensuring talent is represented equitably across all pay brackets.

We are committed to strengthening our efforts in the following areas:

- **'Zero-Gap' Teacher Status:** We will continue to promote equitable pay for teachers and managers.
- **Recruitment Review:** We will continue to review recruitment for support and teaching roles, encouraging a diverse range of applicants, mitigating unconscious bias aiming to reduce the gender pay gap in the lower quartiles and ensuring equal pay, irrespective of gender.
- **Promotion Opportunities:** We will review female representation in the Upper Middle Quartile, identifying and removing any barriers to internal progression and external appointments.
- **Professional Development:** We will continue to promote engagement in professional development and leadership programs for women. This includes encouraging support staff to join career development sessions and supporting participation in Women Leadership Programs.
- **Flexible Working:** We recognise the importance of flexible working arrangements in helping employees balance work and personal responsibilities. We continue to review and identify any barriers to flexible working including implementing actions to retain women returning from maternity leave.
- **Fair Compensation:** We will ensure fair compensation adhering to nationally agreed pay scales for both teaching and support staff. These scales, based on qualifications and experience, guarantee equal pay for equal work, irrespective of gender.

Andy Yarrow – Chief Operating Officer (The Prospect Trust)