



Gender Pay Report

The Priory Learning Trust supports the fair treatment of all staff, irrespective of gender, through our transparent recruitment process, pay and professional development.

We are required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can also be viewed.

We can use these results to assess the levels of gender equality in The Priory Learning Trust, in relation to the pay balance of male and female employees at different levels.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2020. We have done this by using our existing payroll records. We have followed the approach to reporting set out in government guidance.

On the snapshot date of 31 March 2020, we employed 704 people of which 23% were male and 77% female.

The gender pay gap is the difference in the average hourly pay received by male and females within The Priory Learning Trust on 31 March 2020.

Mean Pay Gap	Median Pay Gap
26.9%	41.9%

What is the mean?

The mean gender pay gap is the difference in average hourly pay for males compared to females at all levels across The Priory Learning Trust.

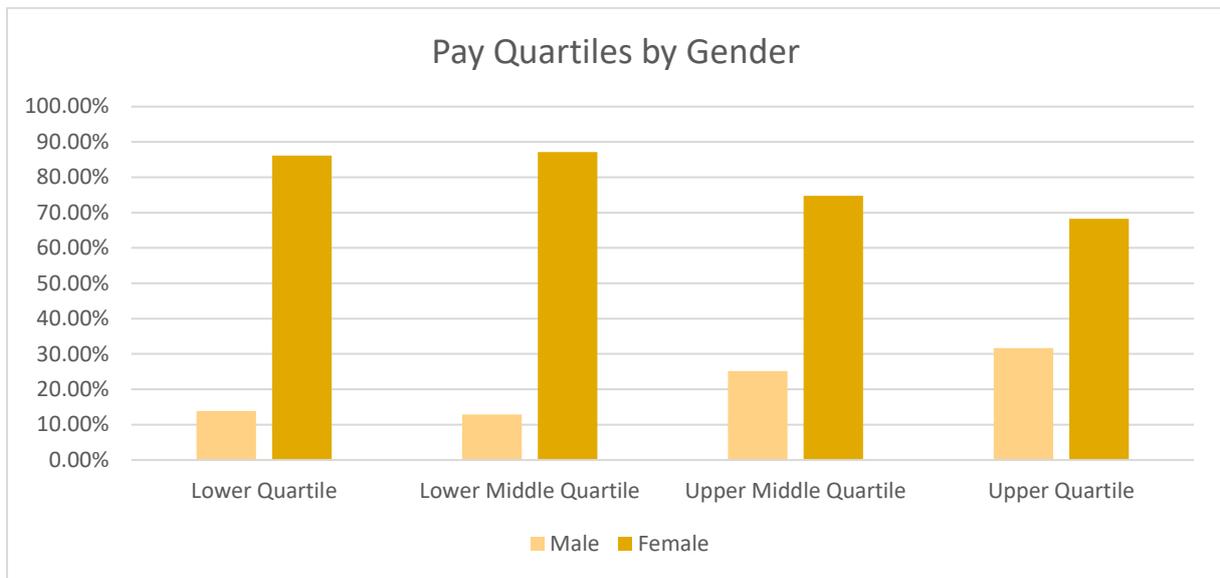
What is the median?

The median represents the midpoint across a list of values. If we list all females and males, the median is the middle number. The median pay gap is the percentage difference in average hourly pay for the middle male compared to the middle female working for The Priory Learning Trust.

Pay quartiles by gender

The distribution of male and females is shown in the pay quartiles. These are calculated by splitting the whole workforce into four equal parts based on hourly pay from lowest to highest. The percentage of male and female is then calculated for each quartile.

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
13.9% M 86.1% F	12.9% M 87.1% F	25.2% M 74.8% F	31.7% M 68.3% F



Bonus

Bonus pay is defined broadly under the Regulations as any remuneration that:

- is in the form of money, vouchers, securities, securities options, or interests in securities; and
- relates to profit-sharing, productivity, performance, incentive or commission.

All bonus pay are included in the calculations, regardless of whether the bonus is discretionary or contractual.

The report includes the difference in mean and median bonus pay and on the proportion of male and female employees who received bonus pay.

The bonus pay gap is the difference in the average bonus pay received by male and females within The Priory Learning Trust on 31 March 2020.

Mean Bonus Gap	Median Bonus Gap
30%	41.2%

The bonus payments were awarded in line with our Pay Policy.

Proportion of employees receiving bonus	3% M 0.8% F
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Declaration

I confirm that the above information has been prepared from our payroll provider data on the snapshot date and fairly represents the Gender Pay information for The Priory Learning Trust.

Signed: 

Neville Coles, Chief Executive Officer