



Gender Pay Report

The Priory Learning Trust is committed to the fair treatment of all staff, regardless of gender, through its transparent processes for recruitment, pay, and professional development.

The Trust is legally required to conduct gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves performing six calculations that illustrate the difference between the average earnings of men and women within the organisation, without publishing individual employee data. The results must be published on the Trust's own website and on a government website. These results help assess the level of gender equality at The Priory Learning Trust concerning the pay balance of male and female employees across different levels.

For this report, calculations were based on employee gender and their pay during March 2024, using existing payroll records. The reporting approach followed government guidance. As of the snapshot date of March 31, 2024, 19% of employees were male and 81% were female. The overall workforce within the Trust is predominantly female, which is consistent with the sector.

The gender pay gap represents the difference in the average hourly pay received by male and female employees at The Priory Learning Trust as of March 31, 2024. The Trust notes that the gap has increased from previous years and are exploring strategies to reduce the gap.

Mean Pay Gap	Median Pay Gap
29.5%	48.7%

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
8.1% M 91.9% F	11.4% M 88.6% F	24.6% M 75.4% F	30.5% M 69.5% F

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.

A handwritten signature in black ink, appearing to read 'W Roberts', with a long horizontal flourish extending to the right.

Signed:

William Roberts, Chief Executive Officer