

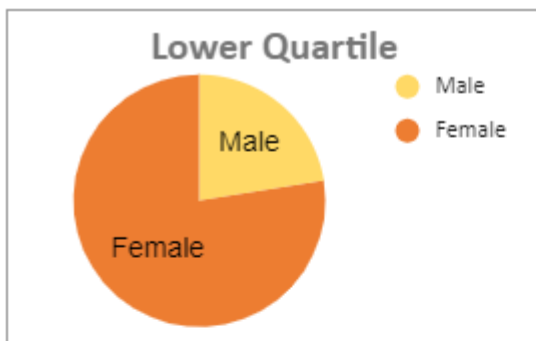
## Gender Pay Gap 2022

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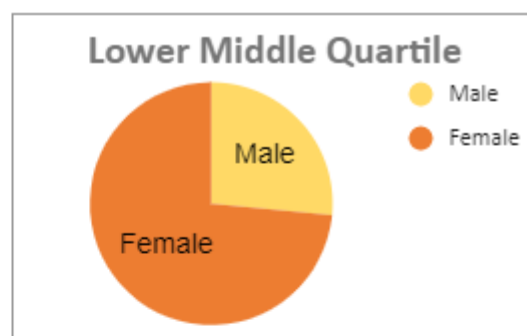
The Prep Schools Trust is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve the publishing of individual employee data.

The results are required to be published on both the Trust's and a government website within one calendar year of 5th April each year. The data snapshot below is as of 5th April 2022.

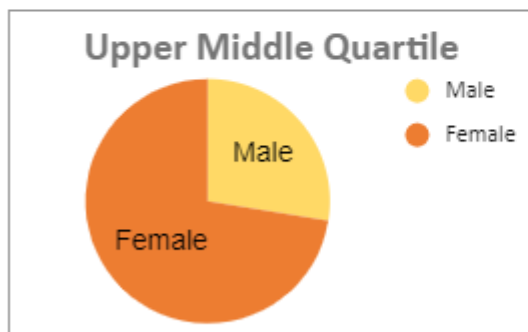
Based on gross hourly rates in April 2022, The Prep Schools Trust's mean pay gap is 12.7% (2021: 19.5%) and median pay gap is 18.0% (2021: 21.9%). The Trust does not pay bonuses so the requirement to report on bonuses is not applicable. The pie charts below show the gender distribution within the Trust when staff are split into four equally-sized quartiles based on hourly rates of pay.



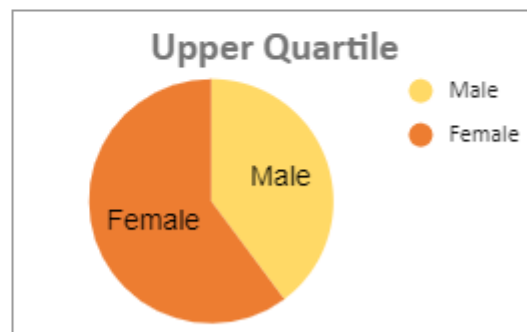
<b>Male</b>	22
<b>Female</b>	76
<b>Total</b>	98



<b>Male</b>	26
<b>Female</b>	72
<b>Total</b>	98



<b>Male</b>	27
<b>Female</b>	71
<b>Total</b>	98



<b>Male</b>	39
<b>Female</b>	59
<b>Total</b>	98



## Statement

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At Prep Schools Trust we are committed to ensuring that all our staff are rewarded fairly for the work that they do. It is important to recognise that the pay gap is largely as a result of fewer women holding senior positions but we are striving to maintain a gender balance in those Senior Leadership roles by offering training and development opportunities.

The Trust employs a greater proportion of women within the Trust overall but a higher proportion of the more senior roles in the upper pay quartile are still occupied by men. There is a relatively high incidence of lower & middle paying roles that are typically undertaken by females; these would include teaching assistants, nursery staff and other support roles ie domestic staff which are usually part time.

In terms of how we are addressing any pay gaps, the Trust HR team works closely with our schools to review their recruitment strategies and our schools are challenged to use different recruitment methods to encourage a more diverse applicant pool. The HR team has streamlined the recruitment process to ensure that there is no gender bias at appointment stage.

A handwritten signature in black ink that reads 'Tom Beardmore-Gray'.

**Tom Beardmore-Gray**  
**Chief Executive**