



# Inspire Education Trust

Together we achieve, individually we grow

## Gender Pay Gap Report April 2020



## Introduction

This report sets out the gender pay gap between men and women at Inspire Education Trust. Gender Pay Reporting is a requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Gender Pay Gap vs Equal Pay

The gender pay gap should not be mistaken for 'equal pay' which is a legal requirement to pay men and women equally for equal work. The gender pay gap is a measurement of the average earnings between men and women regardless of their work.

## Our Results

The data in this report captures 582 staff across 6 academies including the trust's central team. The following data shows the gender pay gap taken on the 'snapshot' date of 31st March 2020. The gross hourly rate of pay is used to calculate the earnings of men and women:

Mean gender pay gap in hourly pay	19.02%
Median gender pay gap in hourly pay	47.37%

The above figures illustrate there is a gender pay gap within our organisation. The trust remains dissatisfied at the results set out above and in particular the median gender pay gap and is committed to narrowing this.

## Definitions

### Mean

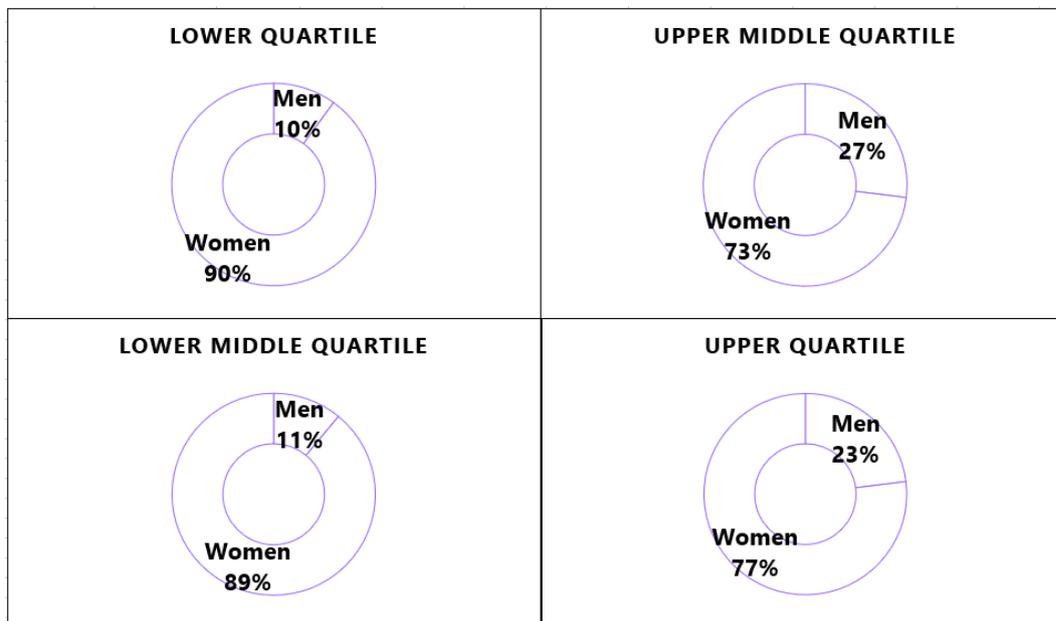
A mean (average) involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages place the same value on every number they use, giving a good overall indication of the gender pay gap. However, low hourly pay rates can 'dominate' and distort the figure.

### Median

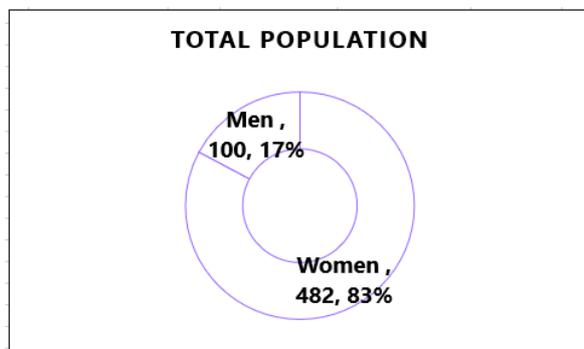
The median average involves listing all numbers (hourly rates) in numerical order. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The median pay gap is not distorted by very high or low hourly pay. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

## Pay Quartiles

Inspire Education Trust employs more women than men, and more women than men in every pay quartile, including the top one.



Total population of staff at Inspire Education Trust:



## Bonus Payments

Bonus payments do not form part of the remuneration offer at Inspire Education Trust. Consequently, there is no bonus payment pay gap to report on.

## Factors influencing the Gender Pay Gap

The main drivers for our gender pay gap, which can be seen across much of the education sector, are as follows:

- There is a higher proportion of men in senior roles compared to women. Whilst the majority of executive and senior leaders in the Trust are occupied by women, there is only a small proportion of men occupying the lower paid positions.
- Caring responsibilities and part-time roles are shared unequally. More women occupy part-time roles such as teaching assistants, lunchtime supervisors and cleaners.
- Cultural biases and societal assumptions are a key contributor for the national gender pay gap. For instance, higher paid jobs are less likely to be designed flexibly in order to meet the needs of those with primary caring responsibilities.

## Closing the Gender Pay Gap

Inspire Education Trust is committed to narrowing the gender pay gap and will focus on the following activities:

### Flexible Working

We will deliver an ambitious People Strategy which aspires to build a culture of acceptance for flexible working. Family friendly working practices will be considered for all staff regardless of seniority in the organisation and leaders will actively promote initiatives which encourage men and women to share childcare responsibilities such as shared parental leave.

We will also consider how we can attract more men into support staff roles.

### Policies and Procedures

A key priority for the Trust is to centralise our operational services which will ensure all HR policies and procedures such as flexible working, pay, family leave and equal opportunities can be applied consistently to all staff.

### Progression for Women

Through the delivery of our apprenticeship strategy, we will target apprenticeship levy funded training exclusively to support staff post-holders which are more likely to be occupied by women.

We will review our talent management and recruitment initiatives to ensure that women are encouraged into leadership roles.

We will deliver a diversity and inclusion strategy which will focus on removing barriers towards equal opportunities. We will utilise external support to improve our equality, diversity and inclusion practices.

Signed:



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Lois Whitehouse  
Chief Executive Officer