



Inspire Education Trust

Together we achieve, individually we grow

Gender Pay Gap Report 31 March 2023



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 572 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 2023. The gross hourly rate of pay is used to calculate the earnings of men and women:

	2023	2022
Mean gender pay gap in hourly pay	24.15%	17.9%
Median gender pay gap in hourly pay	51.91%	44.25%

Whilst the above figures illustrate there is a gender pay gap within our organisation, it should be noted that teachers' hourly pay is calculated over 39 weeks whereas non-teachers' pay is calculated over 52 weeks. This means that when comparing one with the other, teachers' pay will distort the data. For this reason, we have provided the mean and median gender pay gaps for teachers and non-teachers separately. We believe this data better reflects the actual gender pay gap within our Trust.

Teachers

	2023	2022
Mean gender pay gap in hourly pay	7.15%	8.24%
Median gender pay gap in hourly pay	5.56%	6.68%

Non-Teachers

	2023	2022
Mean gender pay gap in hourly pay	10.40%	9.52%
Median gender pay gap in hourly pay	6.21%	13.69%

Definitions

Mean

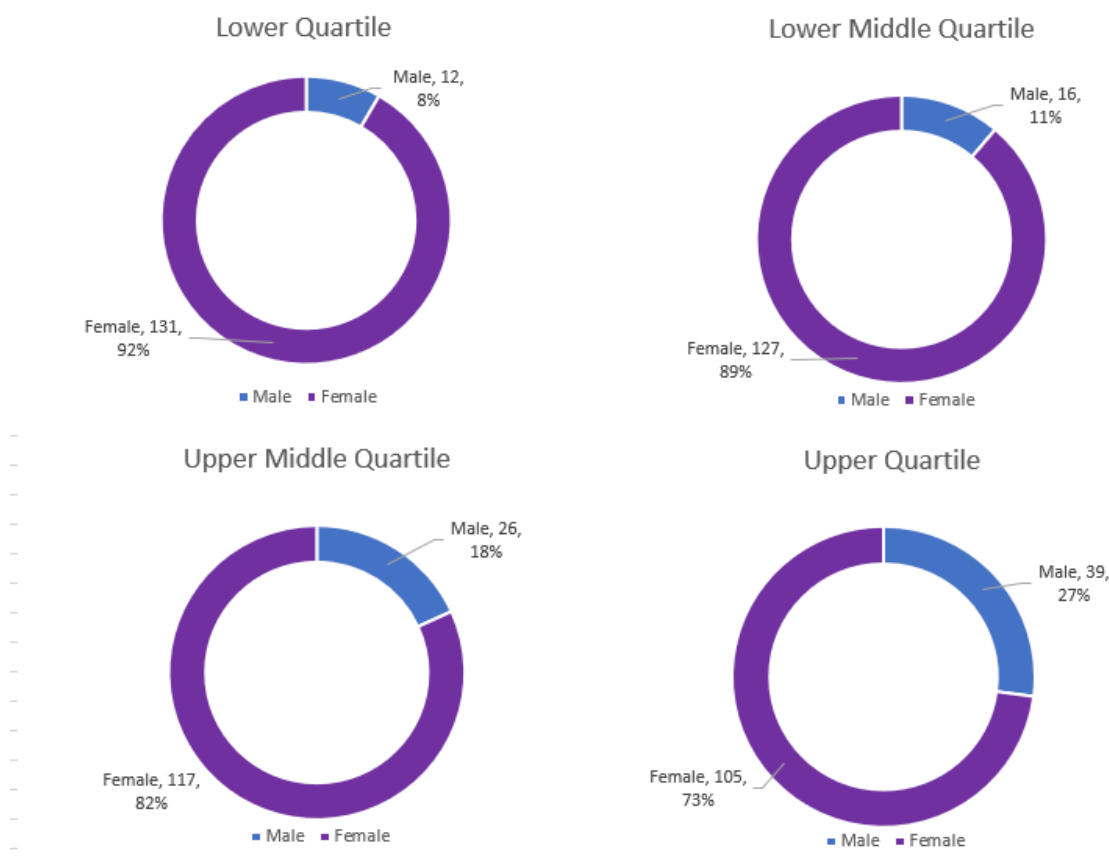
A mean (average) involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages place the same value on every number they use, giving a good overall indication of the gender pay gap. However, low hourly pay rates can 'dominate' and distort the figure.

Median

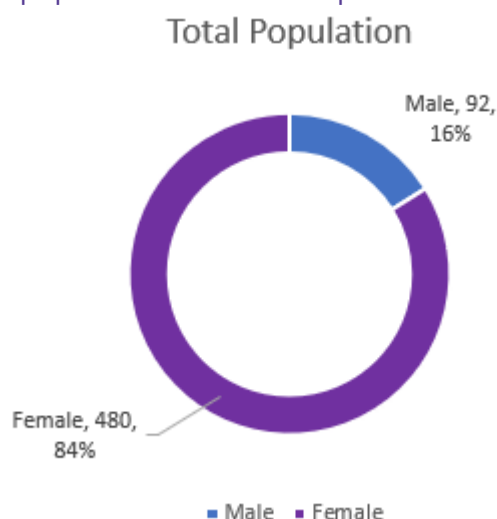
The median average involves listing all numbers (hourly rates) in numerical order. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The median pay gap is not distorted by very high or low hourly pay. However, this means that not 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 one secondary academy in the Trust and five primary academies. The male population in the secondary academy is proportionally higher compared to the primary schools and, males are more likely to be occupying a higher paid role in the school. There are far fewer males in the trust compared to females; this means that their median hourly rate is much higher.
- 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:

Recruitment, Selection and Talent Management

We are committed to 'blind shortlisting' to ensure that characteristics of applicants are not made available to hiring managers.

We will review the type of language we use on any adverts, which may help to attract a more diverse range of candidates

We encourage our interview panels to have a mix of characteristics wherever possible including gender.

We will share good news stories about internal promotions that may inspire others within the organisation.

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

Equality, Diversity and Inclusion

In the 2022 academic year, the Trust refreshed its equality aims and objectives and established a strategic working group to advance our trust-wide diversity and inclusion priorities. As part of these objectives, we have made a clear commitment to reducing the median pay gap by 5% by April 2025. We are pleased to see that we have made significant progress with the median pay gap for Support staff with a reduction of 7.48% and a 1.12% reduction for Teachers.

We are proud of to have achieved an accredited gold award at our secondary academy – Blue Coat CofE School & Music College, which celebrates its status as a 'beacon' provider in respect of Equality, Diversity and Inclusion.

Flexible Working

We have updated our trust flexible working policy through consultation with our staff consultation committee. We were also visited by a Headteacher acting on behalf of the Department for Education under their national flexible working ambassador programme. The purpose of the visit was to review our trust flexible working policy and procedures and all recommendations have been adopted.

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.

Pay and People Performance Committee (PAPP)

The PAPP has a responsibility to monitor the Trust's progress in relation to our equality and diversity strategy. The committee meet regularly throughout the year to monitor progress against the Trust's People Strategy aims and objectives.

Consultation with Staff Representatives

We continue to work with our staff consultation committee (SCC) representatives to discuss collective challenges facing our workforce and enforcing our commitment to equality, diversity and inclusion.

HR System Implementation

We have implemented a trust-wide HR system (SAM People) which is improving our reporting capabilities for staff equalities data and improving our ability to monitor the impact of our diversity and inclusion initiatives on our workforce.

Signed:



Lois Whitehouse
Chief Executive Officer