



Inspire Education Trust

Together we achieve, individually we grow

Gender Pay Gap Report 31 March 2024



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 712 staff across 8 academies including the trust's central team. The following data shows the gender pay gap taken on the 'snapshot' date of 31st March 2024. The gross hourly rate of pay is used to calculate the earnings of men and women:

	2024	2023
Mean gender pay gap in hourly pay	24.76%	26.30%
Median gender pay gap in hourly pay	51.04%	54.40%

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

	2024	2023
Mean gender pay gap in hourly pay	6.42%	7.15%
Median gender pay gap in hourly pay	0%	5.56%

Non-Teachers

	2024	2023
Mean gender pay gap in hourly pay	14.10%	10.40%
Median gender pay gap in hourly pay	9.17%	6.21%

Definitions

Mean

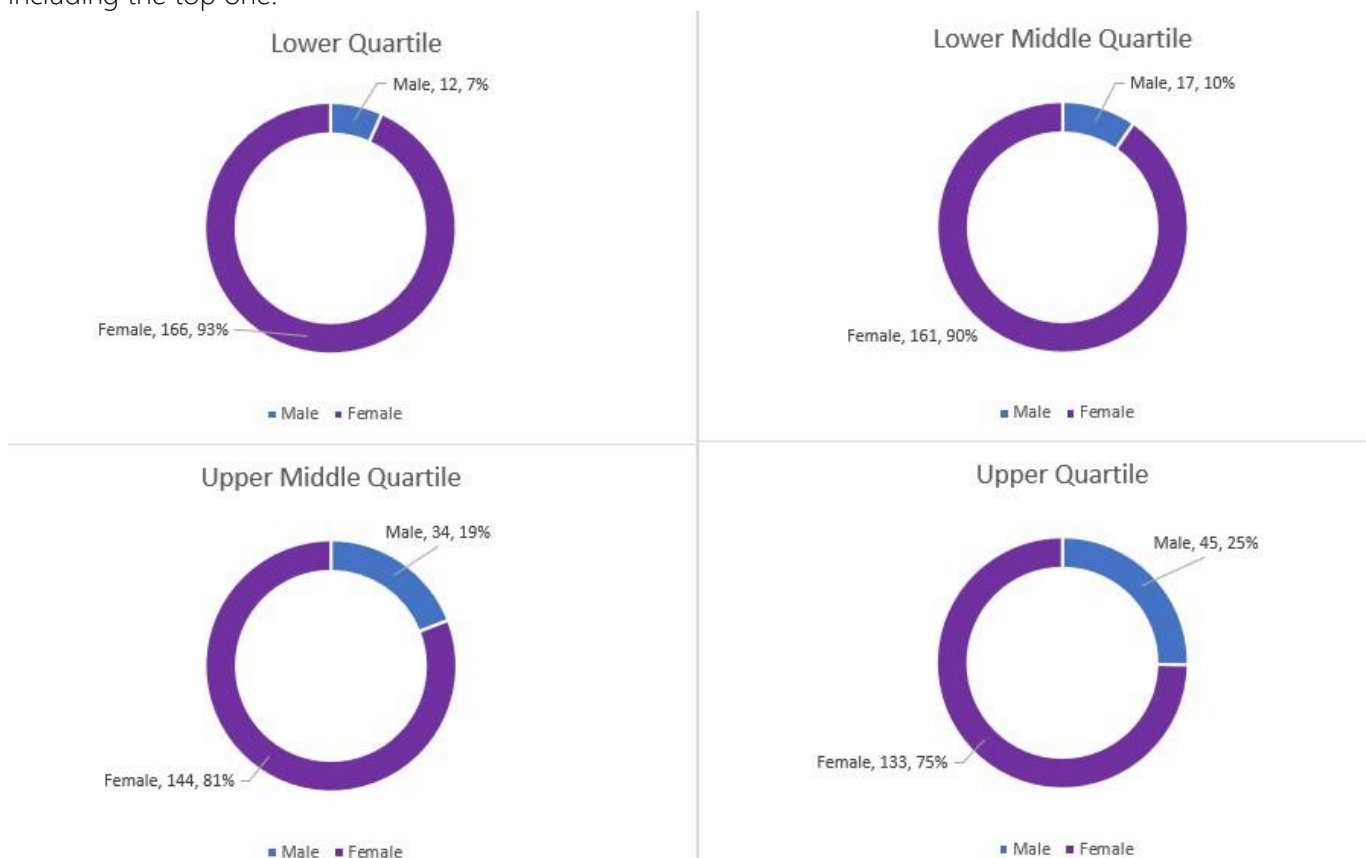
A mean (average) involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages place the same value on every number they use, giving a good overall indication of the gender pay gap. However, low hourly pay rates can 'dominate' and distort the figure.

Median

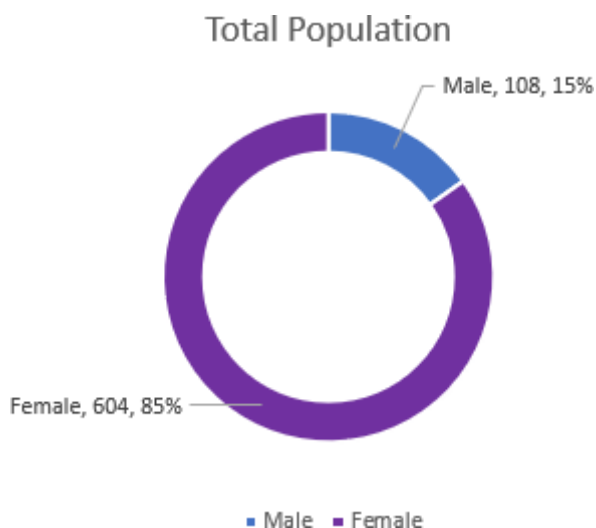
The median average involves listing all numbers (hourly rates) in numerical order. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The median pay gap is not distorted by very high or low hourly pay. However, this means that not 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 seven 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.
- When new schools are integrated into a MAT, they also take on existing pay structures and staff demographics, which may temporarily widen the gap. Inspire Education Trust has inherited two primary schools during this reporting period.

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 have implemented a range of strategic initiatives to increase the number of successful appointments from underrepresented groups to join the trust and obtain leadership positions. We have embedded inclusive recruitment strategies, including structured shortlisting processes and we are utilising data analysis to monitor and understand workforce trends. These changes are enabling more equitable hiring outcomes and addressing imbalances within our workforce.

Equality, Diversity and Inclusion

We remain committed to reducing our median gender pay gap by 5% by April 2025 and positive steps are being taken to support this goal. We see a narrowing of our overall median pay gap by 3.3% across our entire employee base from 2023 to 2024.

Furthermore, we are pleased to report that, specifically among the teaching staff, the median gender pay gap has decreased from 7% in 2021 to 0%. This demonstrates our continued commitment to addressing pay disparities within comparable roles.

Within our support roles we have seen an increase in our median pay gap figure, a significant point to note is that our headcount has increased by more than 100 employees, of which 96 were female and only 9 were male. Notably, 69 of the new female employees were placed within the lower two pay quartiles, compared to just one male employee in the same quartiles. This shift has contributed to the widening of the overall gap in this category.

Key initiatives include targeted CPD for staff, delivered through Diverse Matters training during designated training days, as well as a series of EDI- focused webinars led by senior leaders across the trust. In addition, we have introduced and updated several key policies to better support around issues that disproportionately affect women. These include a menopause policy, workplace risk assessments, an updated flexible working policy and a domestic abuse policy.

Together, these measures support a more inclusive working environment and form part of our long-term strategy to reduce the gender pay gap and improve representation at all levels.

People Committee

All members of the Trust's People Committee have been appointed, and the committee has a responsibility to monitor the Trust's progress in relation to our equality aims and objectives. The committee meets at least three times a year to hold the executive to account and monitor trust progress.

Consultation with Staff Representatives

We continue to work with our staff networks, including the joint negotiation and consultation committee (JNCC), wellbeing champions network and staff voice committees, to discuss collective challenges facing our workforce and enforcing our commitment to equality, diversity and inclusion.

Signed:



Lois Whitehouse
Chief Executive Officer