

Gender Pay Gap Report Snapshot Data 31 March 2023



Legal Requirement

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with over 250 employees to publish Gender Pay information. Our requirement is to generate snapshot data on 31 March each year (to represent the previous year's data).

This report is based on snapshot data taken 31 March 2023 and is based on payroll data, the report will be published as required via the Government Portal and on our own websites. Internally the information will be made available to Executive Leadership Team (ELT), all staff via the Staff Handbook and to Trustees, for full consideration.

Gender Pay Gap Basis

The Gender Pay Gap (GPG) is the percentage difference between men's and women's median hourly earnings, across all jobs in the UK: it is not a measure of the difference in pay between men and women for doing the same job.

The 'Gap' is measured by the median pay which is the difference between the employee in the middle of the range of male **wages** and the middle employee in the range of female **wages**. The **median** is typically a more representative figure as the **mean** can be skewed by a handful of highly **paid** employees.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

It is important to note that gender pay gap reporting is not the same as an equal pay audit, rather it reflects the roles that men and women are employed in and their density across the workforce. Equal pay is the legal right of men and women to be paid at the same rate for like work, work rated as equivalent, and work of equal value. A gender pay gap analysis compares the average earnings (mean and median) of all women and all men across the Trust's workforce. A negative percentage indicates that the average pay for women is higher than for men. A positive percentage indicates that the average pay for men is higher than for women.

Inspire Trust (and now as Inspire Learning Trust) is committed to equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Data represented in this report is for Inspire Trust as this report is based on data collected on 31 March 2023, rather than Inspire Learning Trust as the newly merged Trust was formed in September 2023.

Gender Pay Gap (GPG) Summary – Inspire Trust

Snapshot Data 31 March 2022 (source CIPHR HR and Payroll System)							
Total Count: 348 , Total Mean Hourly Rate £24.85 , Median £23.09							
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%		
Male Mean Hourly Rate	27.96	Female Mean Hourly Rate	23.63	Mean Gender Pay Gap	15.49%		
Male Median Hourly Rate	28.39	Female Median Hourly Rate	22.05	Median Gender Pay Gap	22.33%		
Quartiles (Gross Hourly Rate of Pay)			Male		Female		Total
			Count	%	Count	%	Count
Lower hourly	£10.60	£12.47	17	19.54%	70	80.46%	87
Lower middle hourly	£12.47	£22.09	23	26.44%	64	73.56%	87
Upper middle hourly	£23.09	£34.47	27	31.03%	60	68.97%	87
Upper hourly	£34.47	£93.33	31	35.63%	56	64.37%	87

Published Gender Pay Gap Data									
Data Point	Count	Mean £ Hourly	Mean Male £ Hourly	Mean Female £ Hourly	% Mean Gap	Median £ Hourly	Median Male £ Hourly	Median Female £ Hourly	% Median Gap
05/04/2020	321.00	22.01	24.59	21.03	14.47	20.75	23.04	19.23	16.53
05/04/2021	343.00	22.89	26.21	21.73	17.08	21.77	25.07	19.93	20.51
31/03/2022	331.00	23.61	26.77	22.43	16.21	21.99	27.61	20.49	25.79
31/03/2023	348.00	24.85	27.96	23.63	15.49	23.09	28.39	22.05	22.33

Published Quartiles								
Data Point	Quartile	Pay Range		Count Male	% Male	Count Female	% Female	Total Count
05/04/2020	Lower	8.46	10.34	16.00	20.25	63.00	79.75	79.00
05/04/2021	Lower	9.04	11.12	13.00	15.12	73.00	84.88	86.00
31/03/2022	Lower	9.41	11.02	17.00	20.48	66.00	79.52	83.00
31/03/2023	Lower	10.60	12.47	17.00	19.54	70.00	80.46	87.00
05/04/2020	Lower Middle	10.34	20.75	22.00	27.16	59.00	72.84	81.00
05/04/2021	Lower Middle	11.24	21.77	23.00	26.74	63.00	73.26	86.00
31/03/2022	Lower Middle	11.24	21.99	20.00	24.10	63.00	75.90	83.00
31/03/2023	Lower Middle	12.47	22.09	23.00	26.44	64.00	73.56	87.00
05/04/2020	Upper Middle	20.75	31.03	22.00	27.50	58.00	72.50	80.00
05/04/2021	Upper Middle	21.77	32.52	27.00	31.40	59.00	68.60	86.00
31/03/2022	Upper Middle	21.99	33.25	22.00	26.51	61.00	73.49	83.00
31/03/2022	Upper Middle	23.09	34.47	27.00	31.03	60.00	68.97	87.00
05/04/2020	Upper	31.03	82.34	28.00	34.57	53.00	65.43	81.00
05/04/2021	Upper	32.52	86.71	26.00	30.59	59.00	69.41	85.00
31/03/2022	Upper	33.25	87.58	31.00	37.80	51.00	62.20	82.00
31/03/2022	Upper	34.47	93.33	31.00	35.63	56.00	64.37	87.00

Analysis of Data

The percentage of female staff in each quartile of pay diminishes as pay increases, with percentages remaining static (within a 5% variance) across the last 4 years.

However, as stated in previous reports, Occupational Segregation and pay outliers distorts the GPG within the education sector and reporting separately the two occupational categories provides a different view of GPG as does removing the 'outlier' CEO salary which distorts the gap (and this would be the same whether the CEO is a male or female).

The following exclusion of CEO reduces the Mean GPG.

Excluding CEO					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	27.28	Female Mean Hourly Rate	23.63	Mean Gender Pay Gap	13.38%
Male Median Hourly Rate	26.71	Female Median Hourly Rate	22.05	Median Gender Pay Gap	17.45%

When reported in occupational groupings (as outlined in the tables below):

- the Mean GPG for teachers is 3.87 (reduced from 6.53% in 2022) and the Median GPG is 0% (same as 2022).
- the Mean GPG for support staff is 9.24% (down from 11.45% in 2022) and the Median GPG is 11.93% (up from 5.52% in 2022)

Bonus Pay. No Bonus' are paid.

Teachers only (inc SLT Teachers but excluding CEO)

Total Count **183**, Total Mean **£34.76**, Total Median **£34.47**

Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	35.95	Female Mean Hourly Rate	34.56	Mean Gender Pay Gap	3.87%
Male Median Hourly Rate	34.47	Female Median Hourly Rate	34.47	Median Gender Pay Gap	0.00%

Support Staff Only

Total Count **164**, Total Mean **£13.38**, Total Median **£12.02**

Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	14.39	Female Mean Hourly Rate	13.06	Mean Gender Pay Gap	9.24%
Male Median Hourly Rate	13.41	Female Median Hourly Rate	11.81	Median Gender Pay Gap	11.93%

Occupational Segregation

Occupational Segregation: Teachers (inc SLT Teachers, exc CEO)

Data Point	Mean Male £ Hourly	Mean Female £ Hourly	% Mean Gap	Median Male £ Hourly	Median Female £ Hourly	% Median Gap
05/04/2020	32.18	30.71	4.56	31.71	31.01	2.20
05/04/2021	33.86	31.97	5.58	32.53	32.53	0.00
31/03/2022	35.39	33.08	6.53	33.25	33.25	0.00
31/03/2023	35.95	34.56	3.87	34.47	34.47	0.00

Occupational Segregation: Professional Services Staff

Data Point	Mean Male £ Hourly	Mean Female £ Hourly	% Mean Gap	Median Male £ Hourly	Median Female £ Hourly	% Median Gap
05/04/2020	12.24	11.10	7.41	10.97	9.94	8.26
05/04/2021	13.47	11.33	15.88	12.17	10.42	14.38
31/03/2022	13.01	11.52	11.45	11.24	10.62	5.52
31/03/2023	14.39	13.06	9.24	13.41	11.81	11.93

Further Analysis of Data

Inspire Trust's GPG mean average as of 31 March 2023 is **15.49%** and our median gap is **22.33%**. This is a reduction on the Trust figures from the previous year of **0.72%** and **3.46%** respectively.

The Trust gender pay gap for mean data has continued on a downward trajectory, which has been the case for the last three years. Please note, this data is representative of just Inspire Trust staff, rather than Inspire Learning Trust, as the Trust merger did not occur until September 2023.

The year-on-year comparisons of the occupational categories suggests that strategies around pay, and particularly at the lower end of the pay ranges (for Professional Services Staff) have had an impact on reducing the GPG across the last two years,

The Trust would expect to see a further gap reduction in the following years comparative data due to maintaining our Accredited Living Wage status. The Professional Services Staff pay award being a fixed amount rather than percentage increase on all salaries will also have helped to reduce the gap in hourly pay. Given a fixed amount pay award for Professional Services Staff was also applied in April 2023, we would expect this to reduce our gap further in next year's report (this came shortly after the 2023 data was taken).

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Future Actions

The following actions are in place and ongoing and will be subject to ongoing review:

- The Trust is, and aims to continue to be, an Accredited Living Wage Employer – this will continue to impact positively to close the gender pay gap in future years – due to the higher proportion of women in posts at the lower ranges of the pay scales.
- Use of gender-neutral language in adverts.
- Encourage a diverse selection pool and diverse recruitment panels.
- Use structured interviews for recruitment and promotions to maintain objectivity.
- Use skill-based assessment tasks in recruitment.
- Encourage salary negotiation by showing salary ranges in adverts.
- Offer mentoring, sponsorship and networking programmes.
- Providing a transparent and fair Talent Development process (including during maternity/parental leave).
- Providing a transparent and fair pay system (as outlined in the pay policy).
- Further embed a culture to support flexible working and challenge gender stereotyping that could negatively impact organisational segregation through the Trust flexible working policy.
- Monitor acceptance of flexible working request percentages and encourage flexible working where possible.
- Overview and scrutiny by Governors and Trustees.
- Review the Diversity, Equality and Inclusion 2024 survey results in to establish appropriate actions.
- Review of our People Strategy and relevant family friendly policies, including the launch of our Trust Menopause policy.
- The Trust remains committed to doing all it can to reduce the gender pay gap. However, applying the strategies and actions above are necessarily a long-term endeavour, rather than a short-term one.

- The Trust also recognises that its scope to act is also limited in some instances. For example, we have no direct control over the staffing complement when other schools/colleges join the Trust.

Notes on Calculations:

- The reporting requirements state that the mean gender pay gap is calculated as follows (it's a % difference):
 1. Add together the hourly pay rates of all male full-pay relevant employees
 2. Divide this figure by the number of male full-pay employees – this gives you the mean hourly pay rate for men
 3. Add together the hourly pay rates of all female full-pay relevant employees
 4. Divide this figure by the number of female full-pay employees – this gives you the mean hourly pay rate for women
 5. Subtract the mean hourly pay rate for women from the mean hourly pay rate for men
 6. Divide the result by the mean hourly pay rate for men
 7. Multiply the result by 100 – this gives you the mean gender pay gap in hourly pay as a percentage of men's pay

The same applies to the median.