

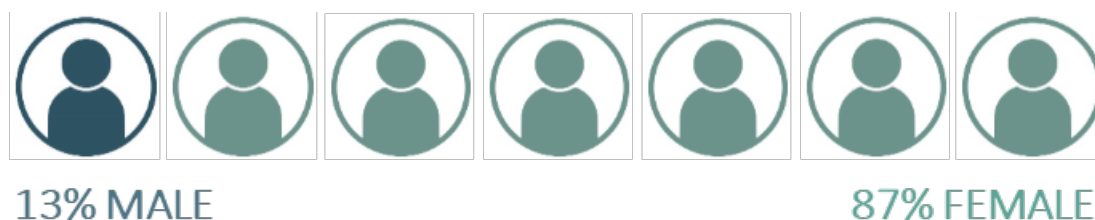
Introduction

The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

The 2022 report is based on relevant data as at 31 March 2022. Figures are calculated using guidance set out in gender pay gap reporting legislation.

Our Workforce

At 31 March 2022, the Trust employed 547 staff members who were full pay relevant employees for gender pay reporting purposes. Of these employees, 477 (87%) were female and 70 (13%) were male. These staff were employed across nine schools and the central Trust.



Gender Pay Gap

The gender pay gap measures the difference between the average amount men and women are paid across all of our employee categories. This is different from equal pay which is the requirement that people are paid equally for work of equal value.

The difference in the mean hourly rate of pay between male and female full pay relevant employees (the mean gender pay gap) is **13.7%**. This is a 0.6% reduction from the 2021 mean gender pay gap of 14.3%.

The difference in the median hourly rate of pay between male and female full pay relevant employees (the median gender pay gap) is **3.5%**. This is a 13.3% reduction from the 2021 median gender pay gap of 16.8%.

Pay Quartiles

The proportion of male and female full pay relevant employees in pay quartiles is:



Inspire Partnership has significantly more female than male employees, as is the case for many other educational trusts and primary schools. One of the reasons for the gender pay gap at the Trust is the proportion of women in different roles. There are more women employed in support and operational roles than men and these roles are predominantly within the third and fourth pay quartiles.

We have a large proportion of women in senior leadership roles, including 8 of our 9 headteachers and 76% of the Trust executive team (as of March 2022). The Trust is committed to retaining a diverse and inclusive workforce where all staff members are fairly remunerated for their roles.

We are actively committed to diversity addressing inequality. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

Bonus Pay

No employees received bonus pay during the period.