

Gender Pay Gap Report 2023

Inspire Partnership Academy Trust



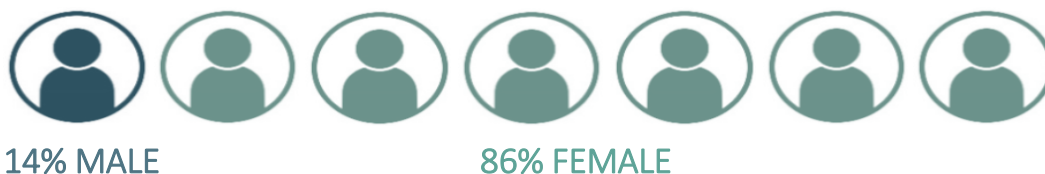
Introduction

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 2023 report is based on relevant data as at 31 March 2023. Figures are calculated using guidance set out in gender pay gap reporting legislation.

Our Workforce

At 31 March 2023, the Trust employed 527 staff members who were full pay relevant employees for gender pay reporting purposes. Of these employees, 454 (86%) were female and 73 (14%) 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 **15.0%**. This is a 1.3% increase in the gender gap in comparison to the reported 2022 mean gender pay gap of 13.7%.

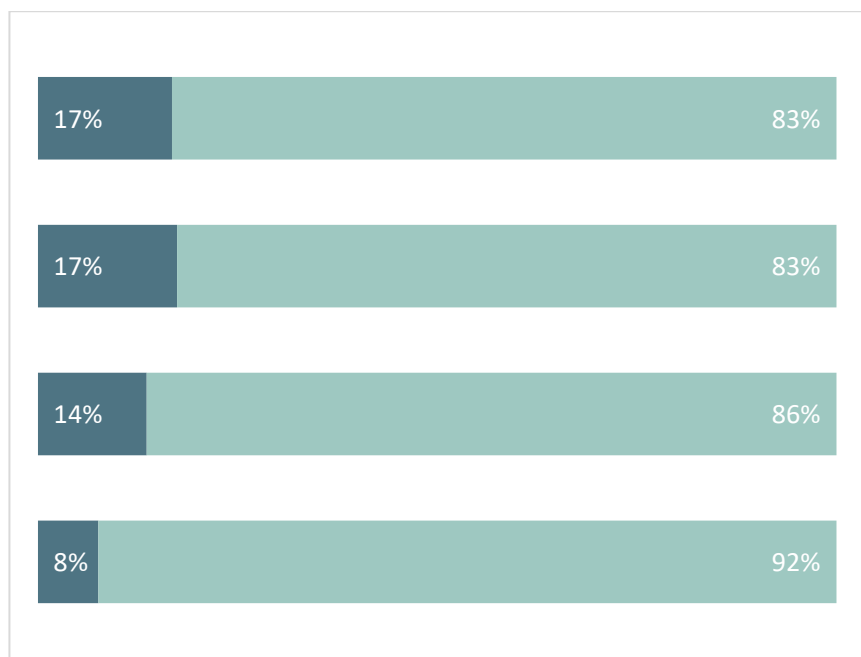
The difference in the median hourly rate of pay between male and female full pay relevant employees (the median gender pay gap) is **15.1%**. This is a 11.6% increase in the gender gap in comparison to the reported 2022 median gender pay gap of 3.5%.

Pay Quartiles

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

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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 9 of our 12 headteachers and 50% of the Trust executive team (as of March 2023). 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.

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Appendix 1 (For Trustees information only)

1. Percentage of men and women in each hourly pay quarter

Percentage of men and women in each hourly pay quarter

Quartile	M		F			
	Male	Female	Total	Male	Female	
Upper Quartile	22	109	131	17%	83%	
Upper Middle Quartile	23	109	132	17%	83%	
Lower Middle Quartile	18	114	132	14%	86%	
Lower Quartile	10	122	132	8%	92%	
Total Headcount	73	454	527			
Headcount %	14%	86%				

2. Mean (average) gender pay gap using hourly pay

	M		F		Total
	Male	Female	Male	Female	Total
Total hourly pay	£ 1,686.5	£ 8,914.7	£ 10,601.3		
Number of employees	73	454	527		
Mean (average) hourly pay	£ 23.1	£ 19.6	£ 20.1		
Mean pay gap - hourly pay	£ 3.47	Prior year:		Increase/Decrease	
Mean pay gap - %	15.0%	13.7%		-1.3%	

3. Median gender pay gap using hourly pay

	M		F		
	Male	Female	Male	Female	
Median pay	18.88	16.02			
Median pay	£ 18.9	£ 16.0			
Median pay gap - hourly pay	£ 2.9	Prior year:		Increase/Decrease	
Median pay gap - %	15.1%	3.5%		-11.6%	

* Note Decrease in % for Mean/Median pay gap is presented as a positive indicating a reduction in the gender pay gap. Increase in % for Mean/Median pay gap is presented as a negative indicating a growth in the gender pay gap.