

Gender Pay Gap Report 2024

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 2024 report is based on relevant data as at 31 March 2024. Figures are calculated using guidance set out in gender pay gap reporting legislation.

Our Workforce

On 31 March 2024, the Trust's average headcount was 493. Of these, 470 were considered full pay relevant employees for gender pay reporting. This group comprised 400 females (85%) and 71 males (15%), working across nine schools and the central Trust.



Gender Pay Gap

The gender pay gap, which measures the difference in average pay between men and women across all employee categories, it is important to distinguish between the gender pay gap and equal pay, which mandates equal compensation for work of equal value.

For full pay relevant employees, the Trust reported:

- The Trust's mean gender pay gap was **17.5%**, meaning that, on average, women's hourly pay was **17.5%** lower than men. This represents a **2.5%** increase compared to the **15%** reported in 2023.
- The Trust's median gender pay gap was **17%**, indicating that the middle-earning woman's hourly pay was **17%** lower than the middle-earning men. This is a **1.9%** increase from the **15.1%** reported in 2023.

The mean gender pay gap is calculated by adding up the hourly pay of all male employees, and then separately adding up the hourly pay of all female employees, and then dividing each total by the number of male and female employees respectively. The difference between those two averages is expressed as a percentage.

The median gender pay gap is calculated by lining up all male employees' hourly pay from lowest to highest, and then doing the same for all female employees. The median is the pay of the "middle" employee in each list. The difference between those two middle values is expressed as a percentage.

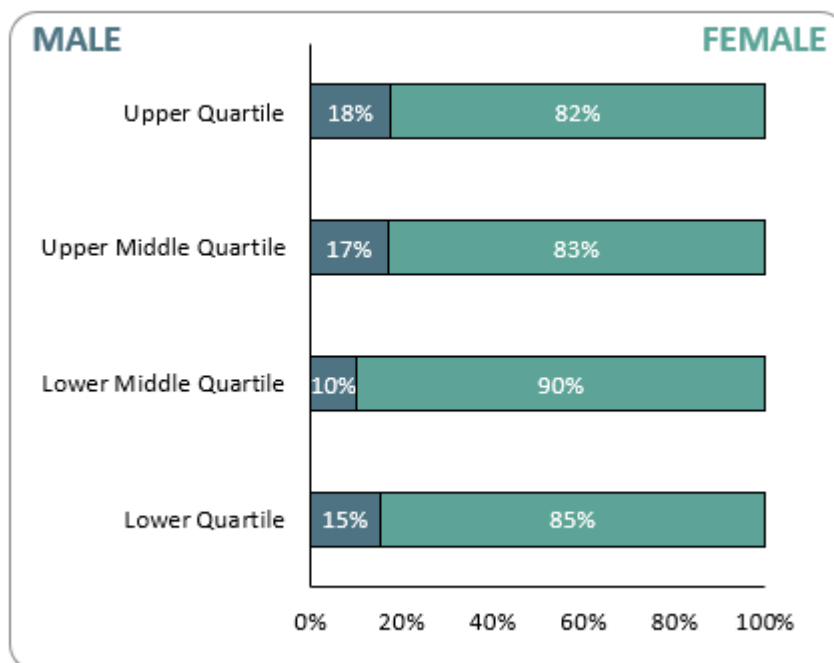
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Pay Quartiles

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



Inspire Partnership, like many educational trusts and primary schools, employs significantly more female than male staff. A key factor contributing to the Trust's gender pay gap is the distribution of women across different roles. Specifically, a higher proportion of women occupy support and operational positions, which predominantly fall within the third and fourth pay quartiles (lower pay brackets).

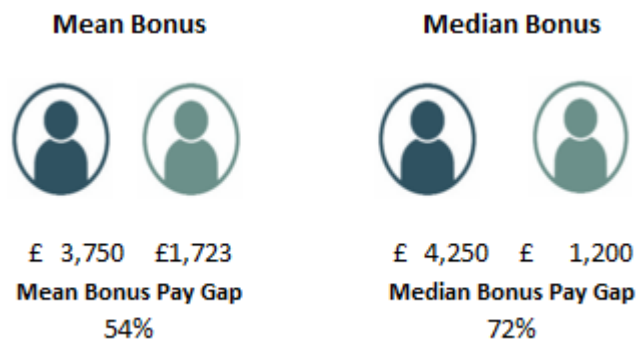
It is important to note that the Trust also has a substantial representation of women in senior leadership, including 9 out of 12 headteachers and 50% of the Trust's executive team as of March 2024.

Bonus Pay Gap

The pay data relates to the pay period in which 31 March 2024 fell, whereas the bonus data relates to bonuses paid in the 12 months preceding 31 March 2024.

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Proportion of men receiving a bonus payment **5.48%**.
Proportion of women receiving a bonus payment **1.93%**.

Commentary

The Trust is committed to maintaining a diverse and inclusive workforce, ensuring fair remuneration for all staff.

We are actively committed to promoting diversity and addressing inequality. To achieve this, we conduct regular job role evaluations to ensure fair pay within each position and maintain gender-neutral job advertisements.

The report indicates a slight increase on male versus female pay compared to last year. As is usual within the education sector, the pay difference relates to job roles predominantly held by female staff and who generally hold the lowest graded roles across the Trust including Teaching Assistants and Midday Supervisors.

To ensure pay equity of staff in each Hub, staff pay is reviewed against the National Joint Council recommendations and as part of any recruitment or pay review process, there is oversight by the Finance and HR Teams to ensure pay parity remains across all roles.

To support staff to maintain a work life balance, the Trust encourages part-time and flexible working arrangements and to some extent this does affect the average pay of staff particularly females who tend to support family members.

The Trust does not have a Performance Related Pay Scheme; however, honorarium payments are awarded to staff according to their contributions i.e. where it has been determined by senior leadership that they have gone over and above their normal responsibilities over an agreed period of time. The award is applied on a one-off basis.

In 2024, four men and eight women received the payment. The Trust will continue to monitor the application of this process against its Pay Policy framework.