

Gender Pay Gap Report for the period ended 31 March 2018 (Published March 2019)



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 for this starts this year (but is based on publishing last year's figures to 31 March 2018).

The Trust will report this information directly from our payroll data – so it is based precisely on what people have actually been paid (this is published via a Governmental return but will also be published on each academies website (as a Trust not individual academy report).

Gender Pay Gap Basis

The Gender Pay Gap 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.

In the UK the average, measured by the median, is **9.9 %**. The highest gender pay gap so far is 88 % (reported by the textiles group Rectella – April 2018). The gender pay gap nationally stands at **18.4 %** for full-time and part-time workers, according to the UK's Office for National Statistics (5 April 2018).

Gender Pay Gap Summary – Inspire Trust

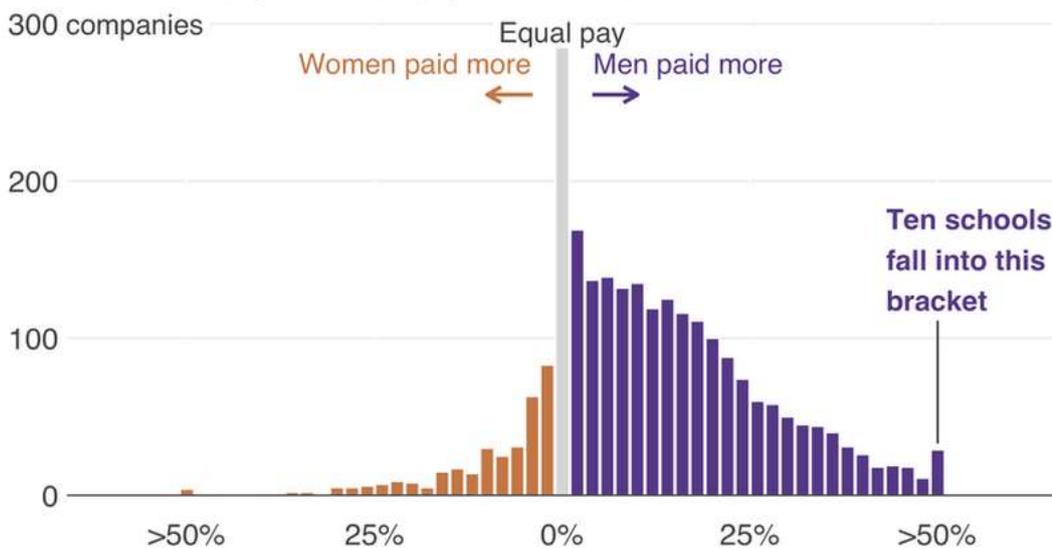
Inspire Trust's Gender Pay Gap median is 30.36 % (our hourly rate Mean Gap is 6.23%). We are well above the national Median Gap of 18.4%.

However:

- Teaching, nationally, remains a largely female profession (and support staff in schools tend to be female).
- The pay bill for teaching staff in most schools is at least half its expenditure.
- 40 of the 100 companies with the biggest pay gap across England, Wales and Scotland - that have currently declared their figures - are primary or secondary schools, with 10 of those having a median pay gap of 50% or higher.
- So far, 2,516 of an estimated 9,000 companies have reported their figures including 181 primary and secondary schools. Of those, only 11 pay women more than men.
- Many schools reference the large number of part-time employees in roles like catering, cleaning, lunchtime supervision etc. as a factor in their high Gender Pay Gap (e.g. Batley Multi Academy Trust in Yorkshire, with a gap of 49.1%).

Three quarters of companies pay men more

Median hourly gender pay gap at companies in Great Britain



Source: 2,516 companies that have reported pay data to Government Equalities Office

BBC

There is no doubt that more women end up in lower paid jobs, some of them valuable support roles, in schools. However, some schools have reported a gender balance in favour of women. Women's median pay is greater than men's at:

- White Rose Academies Trust in Leeds: - 4.6% (in other words: women get paid 4.6% more than men)
- Northern Schools Trust in Liverpool: -1.9%
- South Lincolnshire Academies Trust: -1.6%

Teaching unions have expressed concerns nationally that published Gender Pay Gap Data suggests that:

- male teachers are £900 better off
- men in leadership roles can be paid £4,000 more
- that there are issues of staff taking their salary with them when they move schools (unions state that there is evidence that women are more likely to start on a lower salary when they transfer).

The staffing and pay profile of the Trust does not suggest that we have an issue around equal pay, the right of women and men to be paid the same for work of similar responsibility and requiring a similar level of skills, as roles are benchmarked against national pay structures and have been pay evaluated.

However, our profile is similar to that of many other schools with a predominantly female workforce and with large number of these in the lower paid roles.

We will do further analysis of the Gender Pay Gap data to establish more specifically what the issues are make recommendations on how we can address these via our recruitment policies and procedures and ongoing development of staff.

Inspire Gender Pay Gap Data (note that the bonus payments referenced in the following report relate to Sports Centre Staff at TRC – no other staff within the Trust are paid bonuses.)

Inspire Trust 31 March 2018 (Source, payroll data)

Measure (MALE)	%	Measure (FEMALE)	%	Gap	Gap%
Male Mean Hourly Rate	21.58	Female Mean Hourly Rate	20.24	Mean Gender Pay Gap	6.23
Male Median Hourly Rate	21.13	Female Median Hourly Rate	14.71	Median Gender Pay Gap	30.36
Male Mean Bonus	988.8	Female Mean Bonus	526.6	Mean Bonus Gender Pay Gap	46.74
Male Median Bonus	599.9	Female Median Bonus	526.6	Median Bonus Gender Pay Gap	12.22
Males Paid Bonus	3	Male Relevant Employees	119	Proportion of Males Paid Bonus	2.52
Females Paid Bonus	2	Female Relevant Employees	282	Proportion of Females Paid Bonus	0.71

Notes on calculations:

The bonus payments referenced in the following report relate to Sports Centre Staff at TRC – no other staff within the Trust are paid bonuses.)

The reporting requirements state that the mean gender pay gap is calculated like this (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

Therefore the 1.3446 is divided by 21.5847 and multiplied by 100 which gives 6.2296

The same applies to the median :- 6.4164 divided by 21.1321 multiplied by 100 is 30.3633

Future Actions

We will review any actions required by the Trust as a result of further analysis, of Academies, Departments within academies and on completion of reviews of our Pay Policy and Recruitment Policy (and practices).