

Gender Pay Gap Report Snapshot Data 5 April 2020

(Government postponement of report to 5 October 2021, Covid-19)



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 5 April each year (to represent the previous years data).

This report is based on snapshot data taken 5 April 2020 and is based on payroll date, the report will be published as required via the Government Portal and on our own websites. Internally the information will be made available to ELT, all staff via the Staff Handbook and to Trustees and for full consideration, oversight and actions via the Governor HR Committee.

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.

Covid-19 and the suspension of Gender Pay Gap Reporting requirements in 2020 (for the 2019 data set) has impacted on the ability to evaluate sector comparisons or even in house comparisons. However, the Chartered Institute of Personnel and Development (CIPD) GPG Report 2020 suggests the headline mean figure for all organisations was 17% and the median 15%.

Data from the Office for National Statistics (ONS) suggest that the GPG for all UK employees fell to 15.5% in April 2020 down from 17.4% in 2019, however, the impact of Covid-19 and in particular the negative impact on more women than men placed on furlough affects the reliability of these figures.

Research by the Local Government Association (LGA) 2020 focuses purely on schools in our sector suggests that the headline mean GPG for school sector employers is 17.2%, and the median 26.7 %. This is based on data taken predominantly from the Academies Sector (a number of LA and single academies do not have to publish given the 250 employee criteria for submission). The LGA identifies that; "Employers generally, only submit overall GPG figures for their whole workforce. Education (Schools) sector employers often break their GPG down further when publishing it on their own website to provide the different GPG for teaching and support roles to identify occupational segregation.

Occupational segregation is a real issue within the schools sector given pay and 'terms and conditions' frameworks are often set at national level – with teachers and support staff having different mechanisms in play." The calculation of hourly rates creates a wider disparity than

appears given that the hourly pay for teachers (in line with STPCD) is calculated as FTE salary / 195 days / 6.5 hours – when the requirement is for hours in excess of this.

Gender Pay Gap Summary – Inspire Trust

Inspire Trust’s Gender Pay Gap median is 16.53%, our hourly rate Mean Gap is 14.47%. This is below the median gap suggested for the education sector by the LGA research (26.7%) and above the national figure suggested by the CIPD (15%). However, it should be noted that staffing numbers dropped on the snapshot date of 5 April 2020 due to Covid-19 (less casuals paid, vacancies on hold).

Total Count 321, Total Mean Hourly Rate £22.01, Median £20.75					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	24.59	Female Mean Hourly Rate	21.03	Mean Gender Pay Gap	14.47
Male Median Hourly Rate	23.04	Female Median Hourly Rate	19.23	Median Gender Pay Gap	16.53

Quartiles (Gross Hourly Rate of Pay)			Male		Female		Total
			Count	%	Count	%	Count
Lower hourly	£8.46	£10.34	16	20.25	63	79.75	79
Lower middle hourly	£10.34	£20.75	22	27.16	59	72.84	81
Upper middle hourly	£20.75	£31.03	22	27.5	58	72.5	80
Upper hourly	£31.03	£82.34	28	34.57	53	65.43	81

However, as stated above, Occupational segregation is a real issue within the education sector and reporting the above in occupational categories provides a different view of GPG as does removing the ‘outlier’ CEO salary which distorts the gap (and this is the same whether the CEO is a male or female).

Excluding CEO					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	23.93	Female Mean Hourly Rate	21.03	Mean Gender Pay Gap	12.12
Male Median Hourly Rate	22.42	Female Median Hourly Rate	19.23	Median Gender Pay Gap	14.22

Teachers only (inc SLT Teachers but excluding CEO)					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	32.18	Female Mean Hourly Rate	30.71	Mean Gender Pay Gap	4.56
Male Median Hourly Rate	31.71	Female Median Hourly Rate	31.01	Median Gender Pay Gap	2.2

Support Staff Only (median 10.34, mean 11.38)					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	12.24	Female Mean Hourly Rate	11.1	Mean Gender Pay Gap	7.41
Male Median Hourly Rate	10.97	Female Median Hourly Rate	9.94	Median Gender Pay Gap	8.26

Future Actions

We intend to create localised GPG Reports for each academy to review and consider which will feed into an overall Trust GPG plan, this will be reflected in our Pay Policy (and where appropriate actions will be reflected in other related policies).

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

- 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.

Organisational Actions

- Develop organisational culture to support flexible working (especially at senior level) and challenge gender stereotyping that could negatively impact organisational segregation.
- Overview and scrutiny by governors and trustees.
- Review the ongoing Equality, Diversity and Inclusion review (survey) to establish appropriate actions including the review of our People Strategy and relevant policies.
- Review leadership development programmes alongside induction/training for all line managers (including diversity awareness, unconscious bias).
- Consider how family friendly policies can be maximised.

Notes on Calculations:

The reporting requirements state that the mean gender pay gap is calculated as follows:

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 calculations apply to the median