

Gender Pay Gap Report Snapshot Data 5 April 2021



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 2021 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 2021 suggests the headline mean figure for all organisations was 17.4% and the median 22.3%.

Data from the Office for National Statistics (ONS) suggest that the GPG for all UK employees in 2021, was 7.9%, up from 7.0% in 2020. This is still below the gap of 9.0% before the coronavirus (Covid-19) pandemic in 2019, and so the downward trend is continuing. The impact of Covid-19 and, in particular the negative impact on more women than men placed on furlough in 2021, affects the reliability of these figures.

Research by the Local Government Association (LGA) 2020 (based on 2019 data) focuses purely on schools in our sector and suggests that the headline mean GPG for the 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 school's 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 wide disparity 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.

As stated above, there are variances across our sector dependent on size of academy, phase, contracted in / out services and other issues relating to contracts of employment - these issues have not substantially changed. The LGA in their summary suggest that the data they evaluated shows career progression for women across the sector is not as good as for men – given the ‘point in time’ nature of the data it is not clear that this will always be the case and local analysis is key in providing potential actions to narrow the gap.

The Local Government Association (LGA) analysis of School employers gender pay gap across the sector (2020) is as follows (the data only relates to schools as employers):

A total of 415 submissions from education sector employers were found in the full data set for 2019 (there were 753 submissions in the previous year to 31 March 2018). 46% (43 % in 2018) were from organisations that operate solely in the secondary phase of education 18 % (15 % 2018) solely in the primary phase. 36 % (42 % 2018) were from organisations that operate across both phases.

Mean Gender Pay Gap

The mean GPG is the difference between the average hourly earnings of men and women.

- On average, women were paid 15.5 % less than men. This is a bigger gap than 2018, but remains lower than when reporting was first introduced in 2017: The gap at 31 March 2016 was 19 %; 31 March 2017 was 18.4 %; and 2018 was 16.7 %.
- The increase in the GPG is also reflected in the 333 education employers that reported in both 2018 and 2019 where the gap widened from 16.4 % to 17.2 %.
- The values varied between -28 % (women were paid more than men) and 41 %. This compares to a range of -32.3 % to 44 % in 2018
- Women were, on average paid less than men in 394 of the 415 organisations (95%).

There are only 113 education sector employers that have published their GPG every year since 2017, there is no consistent pattern emerging in relation to a trend. As with the overall mean figure, there was a slight increase in the latest year.

Median Gender Pay Gap

The median GPG is the difference between the middle of the distribution in the hourly earnings of men and women (the middle being when half men/women earn more and half less than the median).

- On average, women were paid 26.7% less than men. This is a bigger gap than 2018 but remains lower than when reporting was first introduced: 2016 - 28.2%; 2017 - 27.2%; 2018 - 25.2%.
- This increase in the GPG is also reflected in the 333 employers that reported in both 2018 and 2019 where the gap widened from 26% to 27%.
- The values varied between -36.9% (women were paid more than men) and 66.1 %. This compares to a range of -79.9% to 77.2 % in 2019.
- Using the median, there was no GPG in 14 organisations, but women were, on average paid less than men in 383 of the 415 organisations (92%); in 18 the reverse was true.
- Of the 113 organisations that have published their GPG every year, there is no consistent pattern emerging in relation to a trend. As with the overall median figure, there was a slight increase in the latest year.

Gender Pay Gap (GPG) Summary – Inspire Trust

Inspire Trust's Gender Pay Gap median is **20.51%**, our hourly rate Mean Gap is **17.08%**. This is below the gap found for the education sector by the LGA research (26.7%) and above the national figure reported in research by the Chartered Institute of Personnel and Development - CIPD (15%).

Snapshot Data 5 April 2021 (source CIPHR HR and Payroll System)

Total Count: **343** , Total Mean Hourly Rate **£22.89**, Median **£21.77**

| Measure (MALE) | £ | Measure (FEMALE) | £ | Gap | Gap% |
|-------------------------|-------|---------------------------|-------|-----------------------|-------|
| Male Mean Hourly Rate | 26.21 | Female Mean Hourly Rate | 21.73 | Mean Gender Pay Gap | 17.08 |
| Male Median Hourly Rate | 25.07 | Female Median Hourly Rate | 19.93 | Median Gender Pay Gap | 20.51 |

| Quartiles (Gross Hourly Rate of Pay) | | | Male | | Female | | Total |
|--------------------------------------|----------|----------|-------|--------|--------|--------|-------|
| | | | Count | % | Count | % | Count |
| Lower hourly | £9.0422 | £11.1168 | 13 | 15.12% | 73 | 84.88% | 86 |
| Lower middle hourly | £11.2450 | £21.7751 | 23 | 26.74% | 63 | 73.26% | 86 |
| Upper middle hourly | £21.7751 | £32.5257 | 27 | 31.40% | 59 | 68.60% | 86 |
| Upper hourly | £32.5257 | £86.7169 | 26 | 30.59% | 59 | 69.41% | 85 |

Staff headcount has increased since the last Gender Pay Gap Report, it should be noted that staffing levels dropped during 2020 due to Covid and posts on-hold or not filled. The increase in headcount is predominantly female and at the lower / middle pay ranges and accounts for the increase in the published gender pay gap (see year on year comparisons below):

| Published Gender Pay Gap Data | | | | | | | | | |
|-------------------------------|-------|---------------|--------------------|----------------------|------------|-----------------|----------------------|------------------------|--------------|
| Data Point | Count | Mean £ Hourly | Mean Male £ Hourly | Mean Female £ Hourly | % Mean Gap | Median £ Hourly | Median Male £ Hourly | Median Female £ Hourly | % Median Gap |
| 05/04/2020 | 321 | 22.01 | 24.59 | 21.03 | 14.47 | 20.75 | 23.04 | 19.23 | 16.53 |
| 05/04/2021 | 343 | 22.89 | 26.21 | 21.73 | 17.08 | 21.77 | 25.07 | 19.93 | 20.51 |

| Published Quartiles | | | | | | | | |
|----------------------------|--------------|------------------|-------|-------------------|---------------|---------------------|-----------------|--------------------|
| Data Point | | Pay Range | | Count Male | % Male | Count Female | % Female | Total Count |
| 05/04/2020 | Lower | 8.46 | 10.34 | 16 | 20.25 | 63 | 79.75 | 79 |
| 05/04/2021 | Lower | 9.04 | 11.12 | 13 | 15.12 | 73 | 84.88 | 86 |
| 05/04/2020 | Lower Middle | 10.34 | 20.75 | 22 | 27.16 | 59 | 72.84 | 81 |
| 05/04/2021 | Lower Middle | 11.24 | 21.77 | 23 | 26.74 | 63 | 73.26 | 86 |
| 05/04/2020 | Upper Middle | 20.75 | 31.03 | 22 | 27.5 | 58 | 72.5 | 80 |
| 05/04/2021 | Upper Middle | 21.77 | 32.52 | 27 | 31.4 | 59 | 68.6 | 86 |
| 05/04/2020 | Upper | 31.03 | 82.34 | 28 | 34.57 | 53 | 65.43 | 81 |
| 05/04/2021 | Upper | 32.52 | 86.71 | 26 | 30.59 | 59 | 69.41 | 85 |

However, as stated in previous reports, Occupational Segregation and pay outliers distorts the GPG within the education sector and reporting separately the two occupational categories provides a different view of GPG as does removing the 'outlier' CEO salary which distorts the gap (and this would be the same whether the CEO is a male or female).

The following exclusion of CEO reduces the Mean GPG to the last report national figure.

| Excluding CEO | | | | | |
|--------------------------------|----------|----------------------------------|----------|------------------------------|-------------|
| Measure (MALE) | £ | Measure (FEMALE) | £ | Gap | Gap% |
| Male Mean Hourly Rate | 25.52 | Female Mean Hourly Rate | 21.73 | Mean Gender Pay Gap | 14.85 |
| Male Median Hourly Rate | 25.07 | Female Median Hourly Rate | 19.93 | Median Gender Pay Gap | 20.51 |

When reported in occupational groupings (as outlined in the tables below):

- the Mean GPG for teachers is 0.06% and the Median GPG is 0
- the Mean GPG for support staff is 0.16% and the Median GPG is 0.14%

| Teachers only (inc SLT Teachers but excluding CEO) | | | | | |
|--|----------|----------------------------------|----------|------------------------------|-------------|
| Total Count 180, Total Mean £32.51, Total Median £32.52 | | | | | |
| Measure (MALE) | £ | Measure (FEMALE) | £ | Gap | Gap% |
| Male Mean Hourly Rate | 33.86 | Female Mean Hourly Rate | 31.97 | Mean Gender Pay Gap | 0.06 |
| Male Median Hourly Rate | 32.53 | Female Median Hourly Rate | 32.53 | Median Gender Pay Gap | 0.00 |

| Support Staff Only | | | | | |
|--|----------|----------------------------------|----------|------------------------------|-------------|
| Total Count 180, Total Mean £11.80, Total Median £11.02 | | | | | |
| Measure (MALE) | £ | Measure (FEMALE) | £ | Gap | Gap% |
| Male Mean Hourly Rate | 13.47 | Female Mean Hourly Rate | 11.33 | Mean Gender Pay Gap | 0.1592 |
| Male Median Hourly Rate | 12.17 | Female Median Hourly Rate | 10.42 | Median Gender Pay Gap | 0.1440 |

The Year on Year comparisons of the occupational categories suggests that strategies around pay, and particularly at the lower end of the pay ranges (for support staff) have had an impact on reducing the GPG, strategies to be applied May 2022 will also impact this. The increase in the Teachers pay gap is predominately the shift in the data profile (fewer female staff absent on the snapshot data date through maternity, appointments).

Occupational Segregation: Teachers (inc SLT Teachers, exc CEO)

| Data Point | Mean Male £ Hourly | Mean Female £ Hourly | % Mean Gap | Median Male £ Hourly | Median Female £ Hourly | % Median Gap |
|-------------------|---------------------------|-----------------------------|-------------------|-----------------------------|-------------------------------|---------------------|
| 05/04/2020 | 32.18 | 30.71 | 4.56 | 31.71 | 31.01 | 2.2 |
| 05/04/2021 | 33.86 | 31.97 | 0.06 | 32.53 | 32.53 | 0 |

Occupational Segregation: Support Staff

| Data Point | Mean Male £ Hourly | Mean Female £ Hourly | % Mean Gap | Median Male £ Hourly | Median Female £ Hourly | % Median Gap |
|-------------------|---------------------------|-----------------------------|-------------------|-----------------------------|-------------------------------|---------------------|
| 05/04/2020 | 12.24 | 11.1 | 7.41 | 10.97 | 9.94 | 8.26 |
| 05/04/2021 | 13.47 | 11.33 | 0.16 | 12.17 | 10.42 | 0.14 |

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:

- National Minimum Wage will impact of the gap, but only slightly as the pay policy and strategies have been adjusted over the last two years have had a focus on low pay and given our data this will impact on the high percentage of females who are paid at the lower end of the pay scale.
- The Trust aims to be an Accredited Living Wage Employer by May 2022 – this will impact positively on the gender pay gap – due to the higher proportion of women in posts at the lower ranges of the pay scales. Accredited Living Wage impact will not be seen in

published GPG data until next year given the 5 April 2022 snapshot data and the introduction of ALW in May 2022.

- 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 (as outlined in the pay policy).

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 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 (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

The same applies to the median.