

# Gender Pay Gap Report Snapshot Data 31 March 2022



## 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 31<sup>st</sup> March each year (to represent the previous year's data).

This report is based on snapshot data taken 31 March 2022 and is based on payroll data, 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.

## 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 and 2021 has impacted on the ability to evaluate sector comparisons or even in-house comparisons during those years.

The Chartered Institute of Personnel and Development (CIPD) GPG Report 2022 suggests the headline mean figures for all organisations was 12.4% and the median 13.7%, a significant drift in the data from 2021 which showed a mean figure of 17.4% and the median 22.3%.

Data from the Office for National Statistics (ONS) suggest that the GPG for all UK full time employees in 2022, was 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus (Covid-19) pandemic in 2019, however we are now seeing the % stabilising close to pre-pandemic levels.

Research by the Local Government Association (LGA) 2022 data focuses purely on schools in our sector and suggests that the headline mean GPG for the school sector employers is 10.71%, and the median 19.61%. This has narrowed from pre-pandemic levels (2019) when the headline mean figure was 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 Local Government Association (LGA)** analysis of School employers gender pay gap across the sector (2021/ 2022) is as follows (the data only relates to schools as employers):

A total of 801 submissions from education sector employers were found in the full data set for 2021/2022 (there were 762 submissions in the previous year). 33% were from organisations that operate solely in the secondary phase of education, 17% solely in the primary phase, and 50% were from organisations that operate across both phases.

### **LGA Mean Gender Pay Gap**

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

- According to 2022 education data, women, on average were paid 18.4% less than men. This is an increase on what had been a downward trend.
- Women were, on average paid less than men in 780 of the 801 organisations (97%), this is worse than 2019 where 96% of employers reported a gender pay gap in favour of men; in 17 organisations the reverse was true, there are only four organisations reporting no pay gap at all.

399 school sector employers have published their pay gaps every year since 2017, in these employers the downward trend in the mean gender pay gap continued and is now lower than the whole sample for the first time, with a mean gender pay gap of 18.2%.

### **LGA 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).

- According to 2022 education data, women, on average, were paid 29.4% less than men. This shows an upward trend since 2018 and is the highest figure calculated since reporting was introduced.
- There was no median gender pay gap in 14 organisations, but women were, on average paid less than men in 756 of the 801 organisations (94.3%, 93.4% in 2020); in 31 organisations the reverse was true.

Of the 399 organisations that have published their pay gap every year, there has been a reduction in the gender pay gap since 2019 but the figure remains higher than it was first reported in 2017.

## Gender Pay Gap (GPG) Summary – Inspire Trust

Inspire Trust's Gender Pay Gap mean average is **16.21%** and our median gap is **25.79%**. This is a reduction in the mean gender pay gap data at Inspire Trust compared to last year by **0.87%**.

Although our median gap has increased, the median can, and is, determined by only a few staffing changes that can significantly alter our figures. The mean average is a far truer indicator of our gender pay gap trajectory.

Our data is below the gap found for the education sector by the LGA research (mean 18.4%, median 29.4%), but above the national figure reported in research by the Chartered Institute of Personnel and Development - CIPD (mean 12.4%, median 13.7%,).

### Snapshot Data 31 March 2022 (source CIPHR HR and Payroll System)

**Total Count: 331 , Total Mean Hourly Rate £23.61, Median £21.99**

Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	26.77	Female Mean Hourly Rate	22.43	Mean Gender Pay Gap	16.21%
Male Median Hourly Rate	27.61	Female Median Hourly Rate	20.49	Median Gender Pay Gap	25.79%

Quartiles (Gross Hourly Rate of Pay)	Male		Female		Total Count		
	Count	%	Count	%			
Lower hourly	£9.41	£11.02	17	20.48%	66	79.52%	83
Lower middle hourly	£11.24	£21.99	20	24.10%	63	75.90%	83
Upper middle hourly	£21.99	£33.25	22	26.51%	61	73.49%	83
Upper hourly	£33.25	£87.58	31	37.80%	51	62.20%	82

Staff headcount has decreased since the last Gender Pay Gap Report, from 343 employees to 331. The decrease in headcount is predominantly female and at the lower pay range, this contributes to the slight decrease in the published gender pay gap (see year on year comparisons below). In order to ensure there is no potential drift in GPG data moving forward, the Trust has not included casual staff purely working on the snapshot data date and will not do so to moving forward to enable fair comparison in subsequent years.

## 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	321.00	22.01	24.59	21.03	14.47	20.75	23.04	19.23	16.53
05/04/2021	343.00	22.89	26.21	21.73	17.08	21.77	25.07	19.93	20.51
31/03/2022	331.00	23.61	26.77	22.43	16.21	21.99	27.61	20.49	25.79

## Published Quartiles

Data Point		Pay Range		Count Male	% Male	Count Female	% Female	Total Count
05/04/2020	Lower	8.46	10.34	16.00	20.25	63.00	79.75	79.00
05/04/2021	Lower	9.04	11.12	13.00	15.12	73.00	84.88	86.00
31/03/2022	Lower	9.41	11.02	17.00	20.48	66.00	79.52	83.00
05/04/2020	Lower Middle	10.34	20.75	22.00	27.16	59.00	72.84	81.00
05/04/2021	Lower Middle	11.24	21.77	23.00	26.74	63.00	73.26	86.00
31/03/2022	Lower Middle	11.24	21.99	20.00	24.10	63.00	75.90	83.00
05/04/2020	Upper Middle	20.75	31.03	22.00	27.50	58.00	72.50	80.00
05/04/2021	Upper Middle	21.77	32.52	27.00	31.40	59.00	68.60	86.00
31/03/2022	Upper Middle	21.99	33.25	22.00	26.51	61.00	73.49	83.00
05/04/2020	Upper	31.03	82.34	28.00	34.57	53.00	65.43	81.00
05/04/2021	Upper	32.52	86.71	26.00	30.59	59.00	69.41	85.00
31/03/2022	Upper	33.25	87.58	31.00	37.80	51.00	62.20	82.00

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.

Excluding CEO					
Measure (MALE)	£	Measure (FEMALE)	£	Gap	Gap%
Male Mean Hourly Rate	26.08	Female Mean Hourly Rate	22.43	Mean Gender Pay Gap	14.00%
Male Median Hourly Rate	27.17	Female Median Hourly Rate	20.49	Median Gender Pay Gap	24.59%

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

- the Mean GPG for teachers is 6.53% and the Median GPG is 0%
- the Mean GPG for support staff is 11.45% and the Median GPG is 5.52%

<b>Bonus Pay. No Bonus' are paid.</b>					
<b>Teachers only (inc SLT Teachers but excluding CEO)</b>					
<b>Total Count 174, Total Mean £33.71, Total Median £33.25</b>					
<b>Measure (MALE)</b>	<b>£</b>	<b>Measure (FEMALE)</b>	<b>£</b>	<b>Gap</b>	<b>Gap%</b>
<b>Male Mean Hourly Rate</b>	35.39	<b>Female Mean Hourly Rate</b>	33.08	<b>Mean Gender Pay Gap</b>	6.53%
<b>Male Median Hourly Rate</b>	33.25	<b>Female Median Hourly Rate</b>	33.25	<b>Median Gender Pay Gap</b>	0.00%
<b>Support Staff Only</b>					
<b>Total Count 156, Total Mean £11.87, Total Median £10.81</b>					
<b>Measure (MALE)</b>	<b>£</b>	<b>Measure (FEMALE)</b>	<b>£</b>	<b>Gap</b>	<b>Gap%</b>
<b>Male Mean Hourly Rate</b>	13.01	<b>Female Mean Hourly Rate</b>	11.52	<b>Mean Gender Pay Gap</b>	11.45%
<b>Male Median Hourly Rate</b>	11.24	<b>Female Median Hourly Rate</b>	10.62	<b>Median Gender Pay Gap</b>	5.52%

## Occupational Segregation

### 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	2.20
05/04/2021	33.86	31.97	5.58	32.53	32.53	0.00
31/03/2022	35.39	33.08	6.53	33.25	33.25	0.00

### Occupational Segregation: Professional 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	11.10	7.41	10.97	9.94	8.26
05/04/2021	13.47	11.33	15.88	12.17	10.42	14.38
31/03/2022	13.01	11.52	11.45	11.24	10.62	5.52

## Future Actions

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, the Trust would expect to see a further gap reduction in the following years comparative data due to the work on achieving Accredited Living Wage status and support staff pay increases from April 2022.

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

- The Trust is and aims to continue to be an Accredited Living Wage Employer – this will continue to impact positively to close the gender pay gap in future years – due to the higher proportion of women in posts at the lower ranges of the pay scales. \*
- 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).

\*The Trust became an accredited living wage employer in 2022, after this data collection date, so the impact won't be reflected in this current report.

## 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 Equality, Diversity and Inclusion survey again in 2023 to establish appropriate actions.
- 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.