

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 2020 report is based on relevant data as at 31 March 2020. Figures are calculated using guidance set out in gender pay gap reporting legislation.

Our Workforce

At 31 March 2020 the Trust employed 376 staff who were full pay relevant employees for gender pay reporting purposes. Of these employees, 319 (85%) were female and 57 (15%) were male. These staff were employed across 6 schools and the central Trust office.



Gender Pay Gap

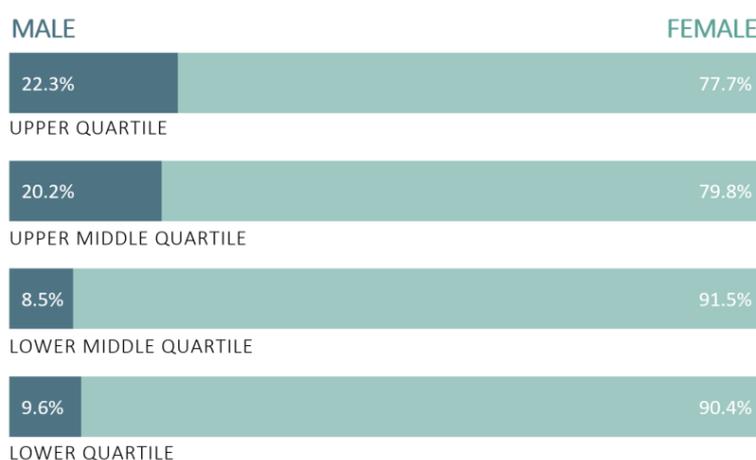
The gender pay gap measures the difference between the average amount men and women are paid across all of our employee categories. This is different from equal pay which is the requirement that people are paid equally for work of equal value.

The difference in the mean hourly rate of pay between male and female full pay relevant employees (the mean gender pay gap) is **16.1%**.

The difference in the median hourly rate of pay between male and female full pay relevant employees (the median gender pay gap) is **26.4%**.

Pay Quartiles

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



Gender Pay Gap Report 2020

Inspire Partnership Academy Trust



Inspire Partnership has significantly more female than male employees, as is the case for many other educational trusts and primary schools. One of the reasons for the gender pay gap at the Trust is the proportion of women in different roles. There are more women employed in support and operational roles than men and these roles are predominantly within the third and fourth pay quartiles.

We have a large proportion of women in senior leadership roles, including 8 of our 9 headteachers and two-thirds of the Trust executive team. The Trust is committed to retaining a diverse and inclusive workforce where all staff members are fairly remunerated for their roles.

We are actively committed to diversity addressing inequality. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

Bonus Pay

No employees received bonus pay during the period.