

March 2021

Gender Pay Gap Report 2020/21 – InMAT Inspire Multi Academy Trust

Introduction

In April 2017, the Government introduced new gender pay gap legislation in line with the Equalities Act 2010. The legislation requires all employers with 250 or more employees to measure and report on the gender pay gap in their organisation.

InMAT is a public sector body, this snapshot date for relevant employees was **31st March 2020**.

This Gender Pay Gap report covers employees in the following academies: -

- Ashby Fields Primary
- Falconers Hill Infant
- Hall Meadow Primary
- Kingsley Primary
- Kettering Park Infant
- Kettering Park Junior
- Little Harrowden Primary
- Standens Barn Primary
- St James Infant
- The Abbey Primary
- Wollaston Primary

And includes employees of the trust Central team: -

- InMAT

The regulations require six measures of the gender pay gap as detailed below: -

- Mean gender pay gap – *the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.*
- Median gender pay gap – *the difference between the median hourly rate of pay of full-pay relevant employees and that of female full-pay employees.*
- Mean bonus gap – *the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees.*
- Median bonus gap – *the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.*
- Bonus proportions – *the proportion of male and female employees who were paid bonus pay during the relevant period.*
- Quartile pay bands – *the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.*

The Gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for undertaking the same role. This has been unlawful since the Equal Pay Act was introduced in 1970.

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Mean Gender Pay Gap:

Male	37	£15.88	The mean gender pay gap is therefore 8.9%. A decrease of 3.2% from 2019 (12.1%)
Female	418	£14.46	

Median Gender Pay Gap:

Male	£10.45	The median gender pay gap is therefore 5.6%. A decrease of 28.4% from 2019 (34%)
Female	£9.87	

Proportion of Men and Women in each Quartile:

Quartile	Gender	Proportion %	Increase (+) or decrease (-) from 2019
Lower	Male	6.1%	+1.0%
Lower	Female	93.9%	-1.0%
Lower Middle	Male	6.1%	+1.95
Lower Middle	Female	93.9%	-1.95%
Upper Middle	Male	8.8%	-1.4%
Upper Middle	Female	91.2%	+1.4%
Upper	Male	11.5%	-1.1%
Upper	Female	88.5	+1.1%

Equal Opportunities

InMAT is an equal opportunity employer and undertakes not to discriminate on the grounds of sex, sexual orientation, gender or gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability or age.

Narrative

InMAT as at the 31st March 20 staff proportions were 91.8% female and 8.2% male, it is very common for a high proportion of the workforce in education to be female.

The Office for National Statistics report - Gender Pay Gap in the UK: 2020 stated '*among full-time employees the gender pay gap in April 2020 was 7.4%, down from 9.0% in April 2019*'.

As a Trust we have seen a decrease in the Mean (3.2%) and Median (28.4%) gender pay gaps from 2019 to 2020, although this is a positive change in direction we continue to review our recruitment processes to promote gender diversity in all areas of the workforce including:

- The proportion of men and women applying for jobs and being recruited.
- The proportion of men and women applying for and obtaining promotions.
- The proportion of men and women leaving InMAT and their reasons.
- The number of men and women in each role and pay band.

InMAT will continue to monitor this data on an annual basis.

Publication

The Gender Pay Gap report for InMAT will be published annually by the 31st March of the subsequent year. It is available on our website <https://www.inmat.org.uk/> and the DfE website.