



Inspire Partnership Multi Academy Trust

Gender Pay Gap report – March 2021

Introduction

The Board of Trustees of Inspire Partnership Multi Academy Trust are committed to the promotion of equality of opportunity and choice for employees and advocates fair and equal treatment of staff irrespective of gender.

All posts within our organisation are aligned to nationally agreed pay scales.

The Inspire Partnership Multi Academy Trust is committed to both flexible working and family friendly provision to support all our staff.

Data

In line with requirements, our figures are as follows, using the **snapshot date of 31st March 2020** :

Difference Between male and Female Employees		
	Definition	Hourly Rate of Pay
Mean	This is calculated by totalling all hourly rates and dividing by number of employees	Females are paid 13.90% less than males
Median	This is calculated by splitting all hourly rates between male and female in ascending order taking the middle rank values (i.e. 51 st value)	Females are paid 23.34% less than males

Gender	The Proportion of Males and Females in Each Quartile Bands			
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	96%	98%	89%	92%
Male	4%	2%	11%	8%

Supporting Statement

Analysis of our data and comparison with other Academies within Wakefield District, demonstrates :-

- The Gender Pay Gap is a high level, non adjusted indicator of male and female earnings affected by workforce distribution and workforce makeup;
- Our figures show females outnumber males in the upper quartile, demonstrating a higher percentage of females in senior positions within the MAT;
- The overall gender pay gap reflects workforce composition rather than pay inequalities.

I confirm that the information published here has been prepared from our payroll data on the snapshot date and is an accurate representation of Gender Pay Gap information of the Inspire Partnership Multi Academy Trust.



Sue Vickerman
CEO for Inspire Partnership Multi Academy Trust
31 March 2021