



# 2017-18 Gender Pay Gap Report

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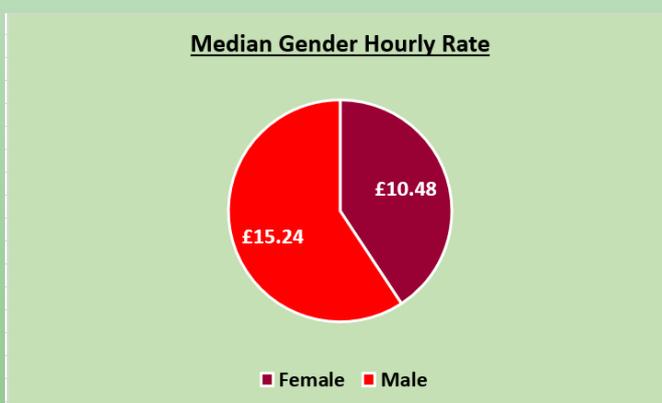
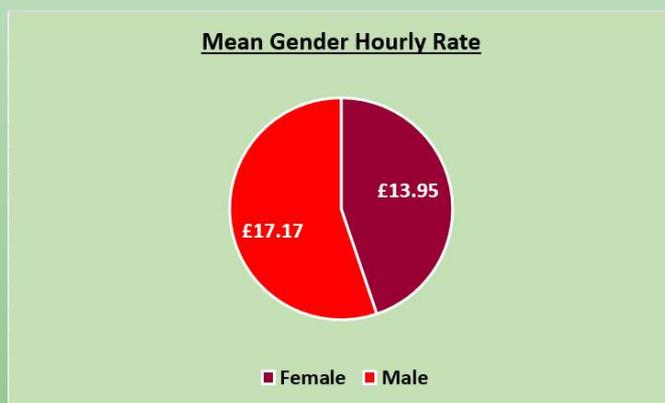
March 2018

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# 2017-18 Gender Pay Gap Summary



Inspiring Futures through Learning is a Multi Academy Trust of six schools covering both key stage 1 and key stage 2. This summary details the statutory reporting requirements of Gender Pay across the Trust with 322 individuals in scope of reporting as at 31 March 2017.



**Mean Gender Hourly Gap 18.8%**

**Median Gender Hourly Gap 31.2%**

If all Trust employees were lined up in a female line and a male line, in order of pay from high to low, the **median** gender pay gap compares the pay of the female in the middle of their line, with the male in the middle of their line. As different job roles pay differently, and the number of men and women performing these roles varies, a gender pay gap may exist.

The **mean** gender pay shows the difference in the average hourly rate between female and males.

This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs

Inspiring Futures through Learning is committed to all staff receiving equal pay for equal work.

Teaching Staff follow an incremental National pay scale whilst Support Staff pay is determined by roles evaluated by the relevant local authority and subsequent benchmarked pay scale.

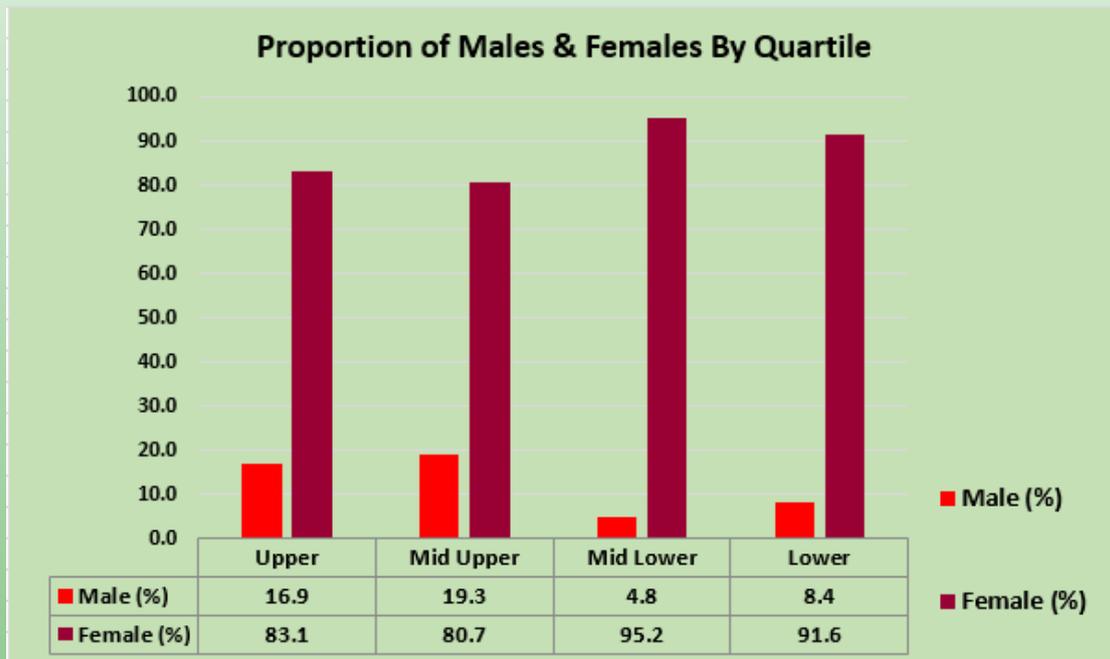
## Bonus Payments

There were no bonus payments paid across the Trust and so therefore there are no differences in either % of males and females receiving bonus payments, nor any bonus pay gender gap to report.

# 2017-18 Gender Pay



## Gap Summary



### Closing The Gender Pay Gap

Proportionally across the Trust we recognise that we have a strong 87.7% vs 12.3% (female to male) ratio and our ongoing recruitment practices will continue look to address closing this gap, however our position is possibly not too dissimilar to the National picture of males in employment within the Primary Education sector (Female 77% vs Male 23% Department of Education 2016)

This high female ratio does impact on our gender pay data especially as the Trust has a higher percentage of females in the lower quartiles (of overall Trust population) 47% verses 3.3% so this invariably does have a direct impact on the mean and median hourly rate statistics that we have reported.

It is also interesting to note the decrease in male percentages in the lower quartiles verses the upper quartiles, adding more weight to the fact females are the predominant holders of the lowest paid roles. As a Trust we need to try to understand why this is the case so we can look to work towards a solution to reduce the imbalance.

We are currently working towards equalling out pay across our schools. Once this project has completed we believe this will go some way to positively closing the gap as reported.

Daryll Collis  
Head of HR