

# Gender Pay Gap Report 2023

Inspiring Futures through Learning



This report summarises the gender pay gap calculations in relation to Inspiring Futures through Learning Multi-Academy Trust, at the **snapshot date of 31<sup>st</sup> March 2022**.

Inspiring Futures through Learning (IFtL) is a Multi-Academy Trust, comprising of 15 schools which are predominantly for primary aged children in the Milton Keynes and Corby area with 895 employees (at 31<sup>st</sup> March 2022). This figure includes the Trust core team and casual members of staff.

## What is the gender pay gap?

All companies with 250 or more employees are required by law to annually carry out Gender Pay Reporting. This falls under the "The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017". The aim of this requirement is to eliminate gender pay gaps across all Organisations in the UK.

This is the sixth year of Gender Pay Gap reporting and we have seen a significant decrease in our reported gaps. The results are in line with many employers in the education sector and other multi academy trusts.

## Methodology

This report includes employees with permanent, fixed term and temporary contracts who were employed at the snapshot date.

## Median and Mean gender pay gap calculations

### *Median Gender pay gap:*

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 that of the male in the middle their line. As different job roles pay differently, and the number of women and men performing these roles varies, a gender pay gap may exist.

**Median hourly pay gap at IFtL:** **9.4%** (2021 figure: 27.2%)

The median hourly pay gap indicates that the average pay for full and part time female employees at IFtL is 9.4% lower than that for full and part time male employees.

### *Mean Gender pay gap:*

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

**Mean hourly pay gap at IFtL:** **11.60%** (2021 figure: 18.9%)

The mean hourly pay gap indicates that the average pay for full and part time female employees is 11.60% lower than that for full and part time male employees.

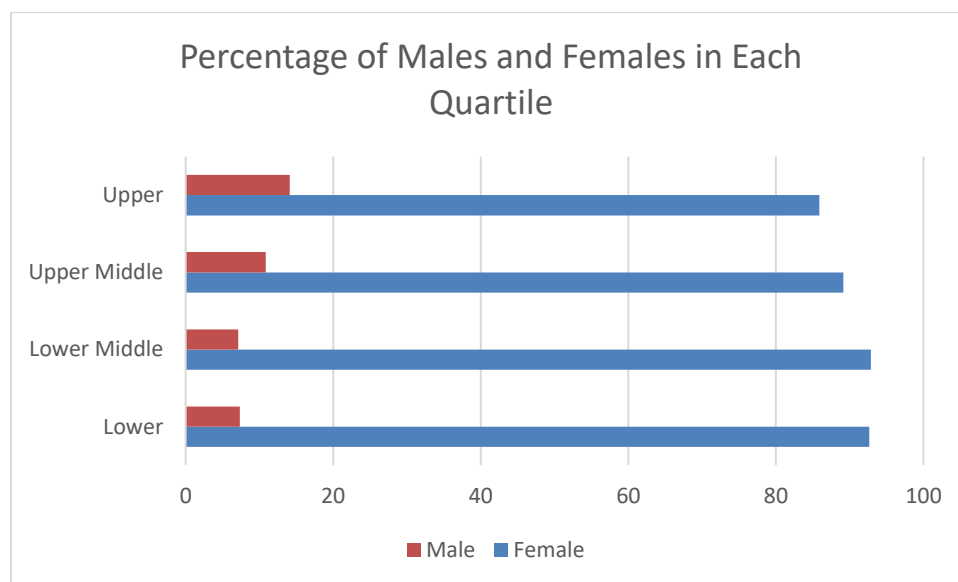
This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs. Inspiring Futures through Learning is committed to all staff receiving equal pay for equal work. Teaching staff follow an incremental national pay scale whilst non-teaching staff (support) pay is determined by roles evaluated and benchmarked against a recognized NJC incremental pay scale.

#### The proportion of male and female employees in each of the four quartile pay bands

All employees were split into four equal quartiles, based on their gross hourly pay at 31<sup>st</sup> March 2022. The graph below demonstrates the proportion of male and female employees within each of these quartiles.

The data suggests that females within the organisation are well represented in holding roles at all pay levels whilst the percentage of male held roles increases in the upper mid / upper pay scales. The vast majority of employees in lower pay grades such as cleaning, catering, midday supervisors, teaching support and administration, are female. Additionally, the greatest proportion of these are paid employed in roles that are not full time across the calendar year. Whereas many in higher pay grades, both males and females, such as headteachers, leadership, teachers, central support teams, are full time, year round roles.

Overall, females make up 90% of our total employees and are employed in the greater proportion of the part time / term time roles.



### Bonus payments: median and mean gender pay gap

The percentage of employees who received bonus pay during the 12 months up to 31<sup>st</sup> March 2022 is:

Female:	0.0%	(as percentage of male employees – actual figure: 0 employees)
Male:	0.0%	(as percentage of male employees – actual figure: 0 employee)

No bonus payments were made in the reporting period to any employees of IFtL.

### Reducing the gender pay gap

Inspiring Futures through Learning Multi Academy Trust recognises that we operate in a primary education sector that has a high representation of females overall. We are not complacent however and take steps to address the differences where we can.

We have seen a significant drop in our Gender Pay Gap compared to the previous years. This decrease is due to a number of reasons. We have recruited more males across all quartiles, particularly the lower quartiles, meaning that the median hourly rate for males has dropped. In addition, there was a percentage increase for all professional services staff in the particular year as part of the pay agreement for National Joint Council for Local Government Services, whereas teaching staff did not receive an increase. This will have impacted the median hourly rate for females in the Trust. During 2022, work has continued to ensure that non-teaching staff roles are subject to a nationally benchmarked and incremental pay scale, as with teaching staff. This allows the organisation clarity in monitoring its equal pay position. We must recognise that, as IFtL grows and more schools are incorporated under TUPE conditions, this may cause shifts in the alignment of pay rates however, the Trust is committed to continually addressing these in the longer term.

As an organisation, we are determined to reduce the gender pay gap further and will work with the Trust board and academy leaders to continue practices that will aim to reduce this figure in future years including:

- using skill-based assessment tasks in recruitment for all roles, with standardised tasks and scoring to ensure fairness across candidates, as well as structured interviews to minimise unfair bias
- embracing part time working and job sharing flexibility at all levels of the organisation
- continuously offering CPD opportunities for all staff including development pathways, career specific courses, networking and collaboration opportunities across all groups of employees

### Declaration

I confirm that the gender pay gap data in this report is accurate.



Sarah Bennett  
CEO, Inspiring Futures through Learning