

## **GENDER PAY GAP REPORTING - INSPIRING SCHOOLS PARTNERSHIP**

### **Background**

Gender Pay Gap legislation (developed by the Government Equalities Office) was introduced in April 2017 and requires all public sector employers with 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

The aim of Inspiring Schools Partnership Multi Academy Trust College is to have an inclusive, diverse and representative workforce that values the difference people bring to the organisation. The Equality Act 2010 sets out that public bodies must have due regard to the need to eliminate discrimination, advance equality of opportunity and encourage and celebrate diversity. THE ISP MAT's approach to pay supports fair treatment and reward of all staff irrespective of gender.

The inspiring Schools Partnership Multi Academy Trust comprises of 3 schools:

Stoke Damerel Community College - SDCC  
Montpelier Primary School - MPS  
Scott Medical and Health College -SMHC

For the purposes of Gender Pay Reporting SDCC and MPS will be used to calculate the data. (SMHC was not operating at the time of the snapshot date 31st March 2017)

### **Teaching Staff**

The ISP MAT pay policy for teachers is governed by the School Teachers Review Board which makes recommendations to the Government on School Teachers pay and allowances. These recommendations are published annually in School Teachers Pay and Conditions Document (STPCD). The Trustees of the ISP MAT adopt and apply these pay recommendations and these are reflected in the pay policy.

### **Support Staff**

The ISP MAT has adopted the National Joint Committee (NJC) pay and grading system. Staff grades vary according to the size of the role as evaluated using the NJC and Hay job evaluation schemes. Individuals are graded depending on the outcomes of the job evaluation scheme irrespective of the gender of the jobholders.

### **Reporting - Mean and Median**

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the

difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

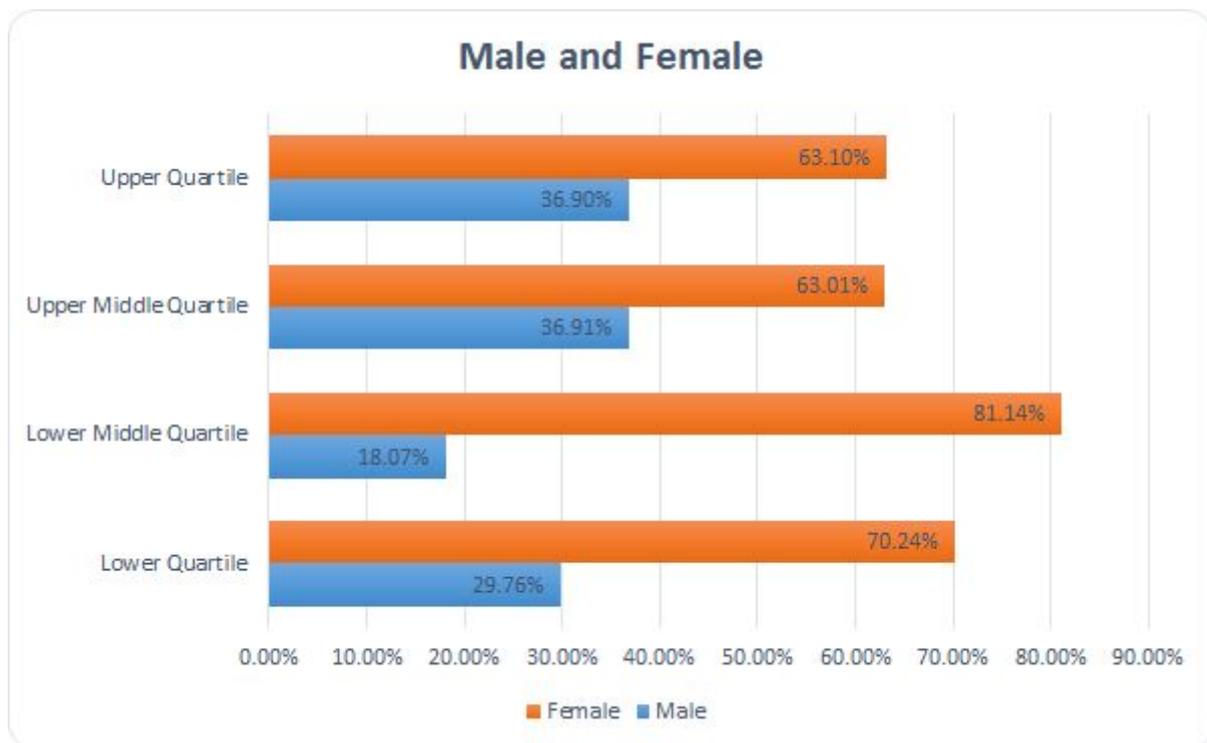
Based on the Government's methodology, the ISP MAT is reporting the following

Women's mean hourly rate is 9.8% lower than men

Women's median hourly rate is 23.1% lower than men

### Reporting - Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation. Proportion of Women in each pay quartile



The data shows that while there is a gap between male and female, this is in line with other organisations within the education sector. Women form just under 70% of the overall workforce of the MAT and are well represented at all levels including senior management and executive level.

We shall use these results to assess:-

- The levels of gender equality in our organisation
- The balance of male and female employees at different levels
- How effectively talent is maximised and rewarded

Inspiring Schools Partnership will continue to promote equality and fairness of opportunity for all.