



## Gender Pay Gap Report - April 2018

Inspiring Schools Partnership is committed to promoting equality and diversity, and avoiding discrimination on grounds of ethnicity, gender, religion, age and sexual orientation. The Board of Trustees ensures equal opportunities to any employee or job applicant through transparent recruitment processes, fair performance management, pay and professional development opportunities.

### About the report

The Equality Act 2010 sets out that public bodies must have due regard for the need to eliminate discrimination, advance equality of opportunity and encourage and celebrate diversity. The Trust's approach to pay supports fair treatment and reward for all staff irrespective of gender.

The report was produced to comply with requirement for Gender Pay Gap Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This stipulates that an organisation with 250 or employees on the 'snapshot date' needs to publish specified gender pay information.

The calculations make use of two types of averages:

- The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is the 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 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 and men's median hourly wage.

### Findings

The report is conveyed on behalf of the Trust to include three entities:

- Montpelier Primary School
- Stoke Damerel Community College
- Scott Medical and Healthcare College

Based on the published methodology, the Trust is reporting the following

**Women's mean hourly rate is 11.42% lower than men**

**Women's median hourly rate is 15.71% 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 or pay. Looking at the proportion of woman in each quartile gives an indication of women's representation at different levels of the organisation.

The number of women teachers represented in the upper quartile has increased by over 6% from the previous reporting year. Both men and women are evenly represented at all level throughout the organisation with strong representation at the most senior levels including executive level.

We recognise that further actions can and should be taken to continue to lessen and eventually dissipate the gap between male and female employees. These will include

- monitoring our recruitment processes to plot trends of male and female applications;
- continue to actively promote opportunities for professional development, career progression and advancement across all staff, teaching and support, male and female;
- continue to review flexible working options to support staff returning and remaining at work.

### Teaching Staff

The Trust 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 Inspiring Schools Partnership adopt and apply these pay recommendations and these are reflected in the pay policy.

### Support Staff

The Trust 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 scheme irrespective of the gender of the jobholders. NJC rates are negotiated at national level between the Local Government Association (LGA) and National Trade Unions.

