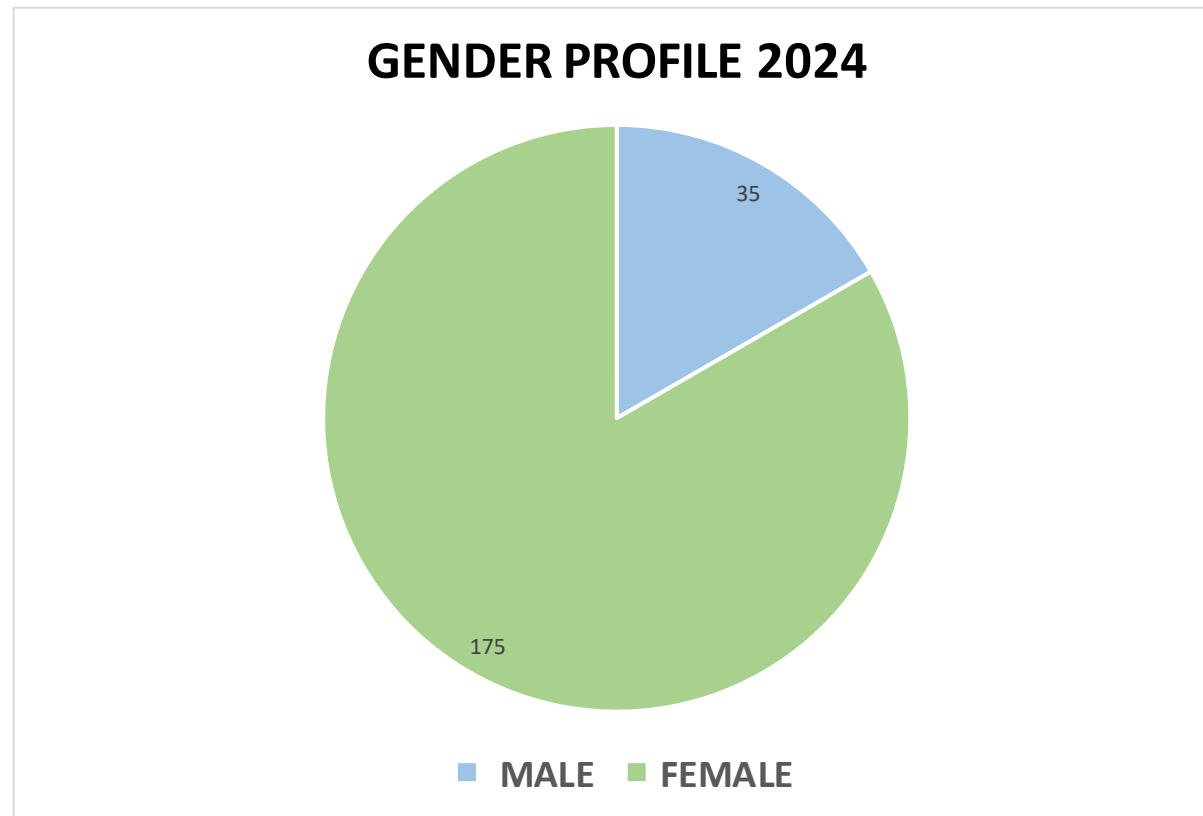


Gender Pay Gap Report 2024



SNAPSHOT DATE: JULY 2024

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	2.69%	2.31%	2.69%	5.77%
Female (% females to all employees in each quarter)	21.54%	25.38%	20.38%	19.23%

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	-12.59%	10.22%

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	n/a	n/a

NOTE: no bonus payments were made in the period.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: ...6th August 2024.....

Status/position:CEO.....

SUPPORTING NARRATIVE

SUPPORTING NARRATIVE

The gender pay gap shows the difference in the average pay between all females and males. This is different to equal pay which, within our Trust is consistent and equal for males and females in the same roles.

The gender pay gap data does not evidence an equal pay issue within the Trust, but does demonstrate that a gap exists.

We are committed to the promotion of an organisational culture which promotes equality of opportunity and choice for colleagues along with the fair treatment of all staff irrespective of gender. We ensure this through our transparent safer recruitment processes, pay policies and continuous professional development opportunities. Each pay grade has defined increments and employees will progress through these annually, until they reach the maximum point, as part of our Personal Learning Journey (performance management) process. This process is applied fairly and consistently, regardless of gender. As we use pay grading, we are confident staff with equal duties and responsibilities will receive fair and equal pay for their role regardless of their gender.

Across the Trust pay scales based on School Teachers Pay and Conditions and the National Joint Council for support staff are adopted. Job roles are evaluated using the local authority guidelines and protocols. All recommended pay increases for teaching and non-teaching staff have been adopted.

The Gender Pay Gap is a high level, non-adjusted indicator of female and male earnings which is affected by workforce distribution and composition. Our workforce composition can be seen at the top of this report.

INSPIRE Connected Communities Trust offers a range of family friendly support measures and policies. For example, flexible working, parental leave, shared maternity / paternity leave, term time positions and leave options to encourage applications from a wide demographic.

The Trust is committed to:

- Continuing to monitor and assess our Gender Pay Gap and review our recruitment strategies and succession planning to ensure equal access.
- Review policies and update to reflect any statutory changes
- Continue to support our leaders across the Trust and awareness regarding unconscious bias
- Continue to access research regarding any potential barriers faced by both male and female current and potential staff.