



— Inspire Education Group —

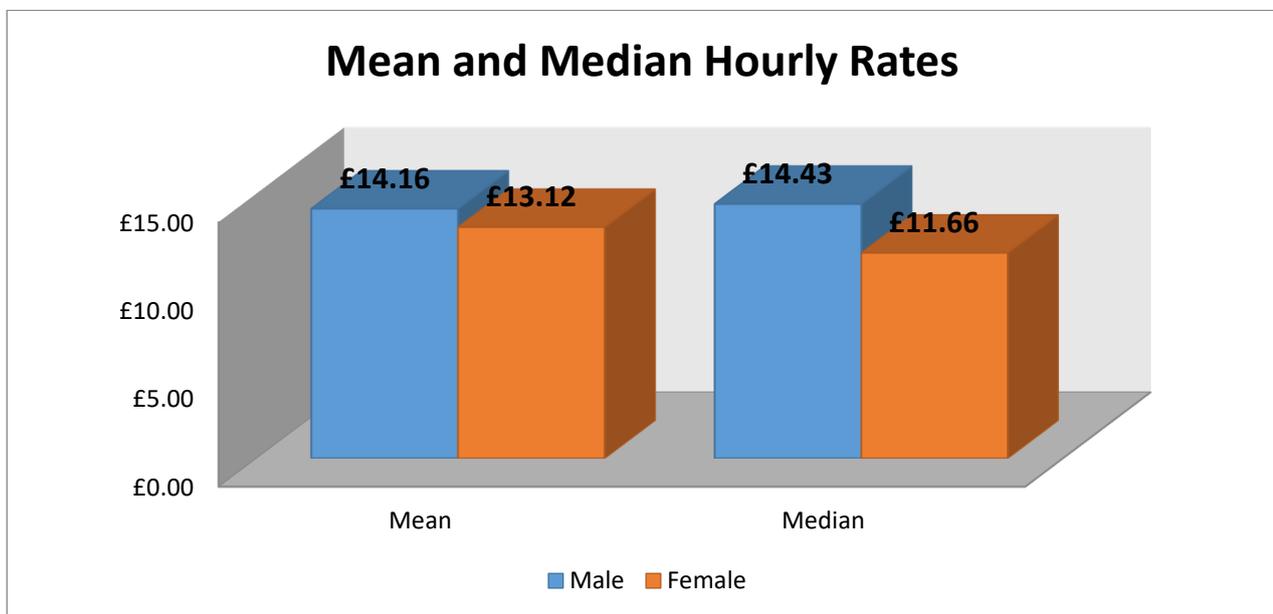
Gender Pay Gap Report – 2021

Overview

This report refers to the hourly rates for all staff employed by Inspire Education Group (IEG) across both Stamford and Peterborough Colleges, on the IEG payroll run for March 2021, numbering 845 staff members, significantly over the 250 threshold for publishing our data on the government website. This year's data is required to be published by the end of March 2022. We will need to register on the website as Inspire Education Group, as prior to this year, Peterborough and Stamford have submitted separate data. Our statistics do not include QRS Direct staff members as they are a separate company, nor do they include agency associates.

Overall Gender Pay Rates

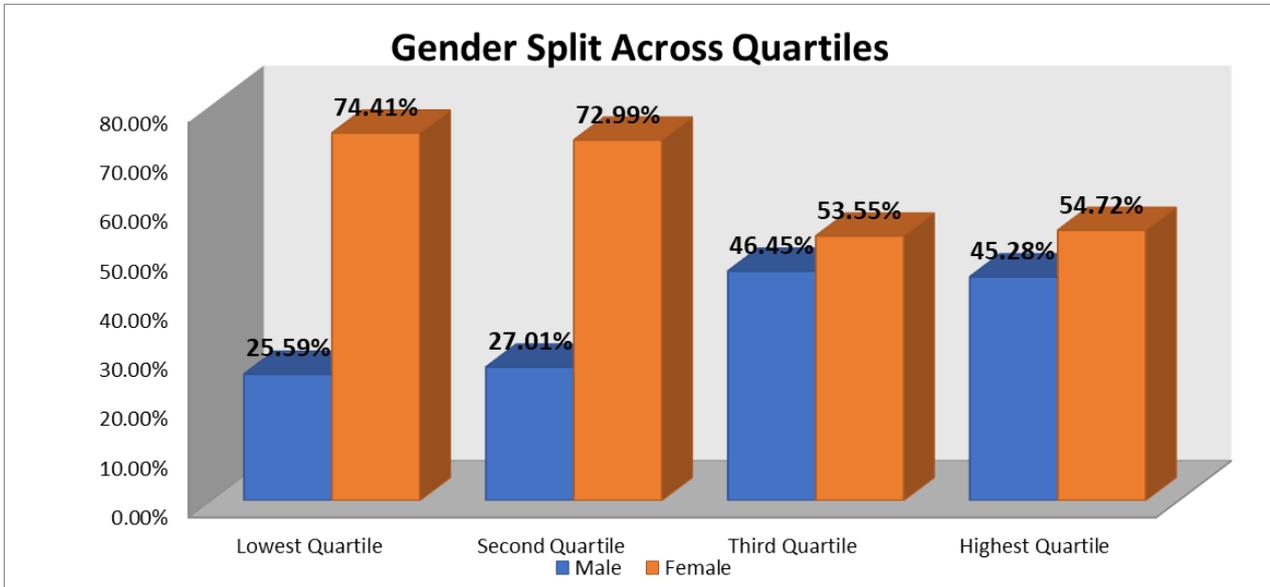
Even with the figures now being across the group, the mean and median hourly rates are similar to last year's figures, but with a slight reduction in the gap in the median and mean figures for males and females. This year shows a gap in the mean rate of 7.93% and a gap in the median of 23.76%. The main reason for the pay gap is the relative numbers of each gender being in the lower half of the pay grading structure. With higher numbers of staff overall, the median difference has improved on figures produced by each college separately.



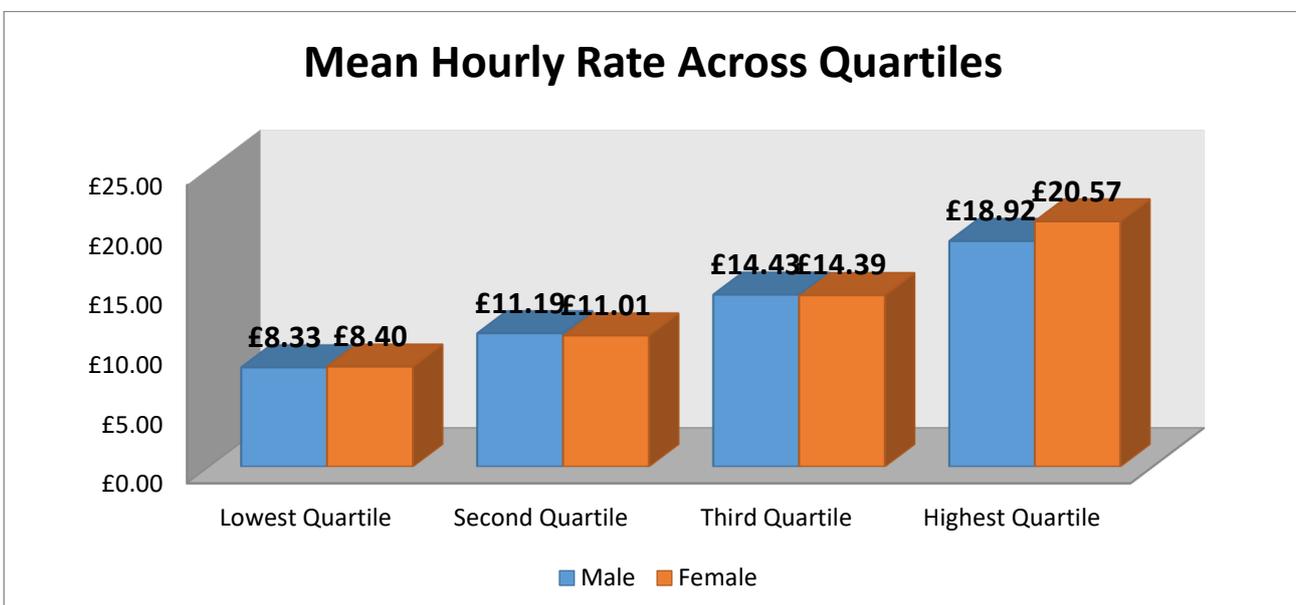
The table and graph below show this quite graphically, with significantly more females in roles in the lower two quartiles. These figures are again similar to last year's. It is this, rather than any pay gap in any 'job family' that informs the overall results as like roles are paid the same hourly rate regardless of gender. In each quartile, more women work than men. The experience to date has been that most candidates and therefore appointees who take up the roles in the lower paid quartiles are female,

most of which are part time and/or linked with term time, suggesting a link to childcare arrangements.

Gender	Lowest Quartile	Second Quartile	Third Quartile	Highest Quartile	Totals
Male	54	57	98	96	305
Female	157	154	113	116	540
Totals	211	211	211	212	845



If each quartile is reviewed individually it can be seen that the 3rd quartile has a mean hourly rate that is slightly higher for male employees. This is the quartile in which the majority of our teachers will sit and is mainly as a result of more males being paid a market supplement in teaching roles where shortages exist. Across IEG this is focused around construction roles. The higher female rate in the highest quartile is partially due to an entirely female Executive Team. For the second time since reporting on gender pay gap, females have a slightly higher hourly rate in the lowest quartile. The higher female rate in the highest quartile is largely due to a female dominated Executive Team.



Conclusion

- Higher numbers this year within the analysis have positively influenced the median score
- In each quartile, more women work than men. In the upper quartile, which has the highest hourly rate of pay, there are more women than men. Therefore, gender does not appear to be an obstacle within IEG to gaining promotion to a senior role
- The quartiles with the lowest hourly rates contain the highest proportion of women and are generally in line with the group's male to female ratio
- The lower paid quartiles consist of a large proportion of part time roles
- The low number of males in the lower graded roles is the main driver of the gender pay gap, however jobs such as catering, cleaning and administration assistants are paid the same hourly rate regardless of gender
- The overall profile of gender in roles has remained reasonably static between 2019 and 2021
- Pay within job families shows very little variance between genders
- In two of the four quartiles the mean female pay is marginally higher than the male
- The pay gap is more balanced overall this year due to the combination of data across the group.

Last year's data was uploaded to the Government website before the deadline of 31 March 2021, with a link to last year's reports, on each college's website. ~We will publish this year's data and report once approved and we will again publish the gender pay gap in our annual financial report and accounts.

Our approach to pay, gender and equal pay for work of equal value

NCS rates of pay are defined and captured on our pay scale, readily available to all staff. We have a strict process in place for allocating staff to the points on the pay scale, including controlled pay progression.

This is set out in the Pay & Reward Policies, which will be further reviewed when we harmonise the policies to a new IEG policy.

IEG has a flexible working procedure that is an option available to all staff at all levels within the organisation and is on our Intranet for all employees to view.

We have a rigorous recruitment process which ensures candidates are appointed based on experience and competency and reduces the capacity for bias. Training for managers in relation to recruitment and selection and equality and diversity is in place.

What more can we do?

The majority of our female employees work part-time compared to male employees. One part-time role exists within the Executive Team and it should be noted that we do have some women who work in the highest two of these quartiles who are able work around school drop-off and pick-up times, thus lessening the need for part-time work. The College needs to continue to attract women into all roles, and to promote the option of flexible working, specifically part-time working in higher paid roles,

which would potentially impact the gender pay gap even further in the higher quartiles.

Attracting men into the lower paid, part time roles is more of a challenge and we will look at where and how we advertise these roles.

Strategic plans and associated implementation plans for striving for excellence will provide the opportunity to focus on key areas such as talent management. This will provide a platform for the personal and career development of our employees, supporting all employees equally with development opportunities.

Carol Hargreaves
Group Director of HR
27 August 2021