



— Inspire Education Group —

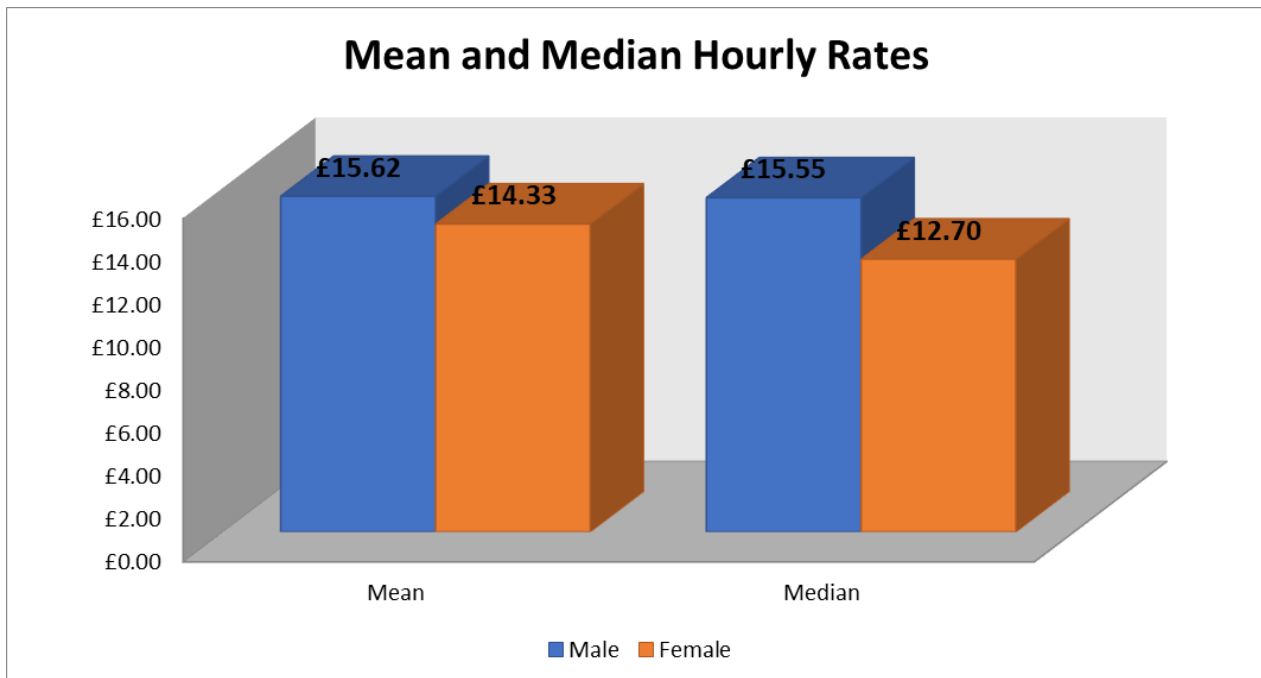
Gender Pay Gap Report – 2023

Overview

This report refers to the hourly rates for all staff employed by Inspire Education Group (IEG) across Stamford and Peterborough Colleges and University Centre Peterborough on the IEG payroll run for March 2023, numbering 875 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 2024. Our statistics do not include QRS Direct staff members as they are a separate company with fewer employees than the 250 threshold, nor do they include agency associates.

Overall Gender Pay Rates

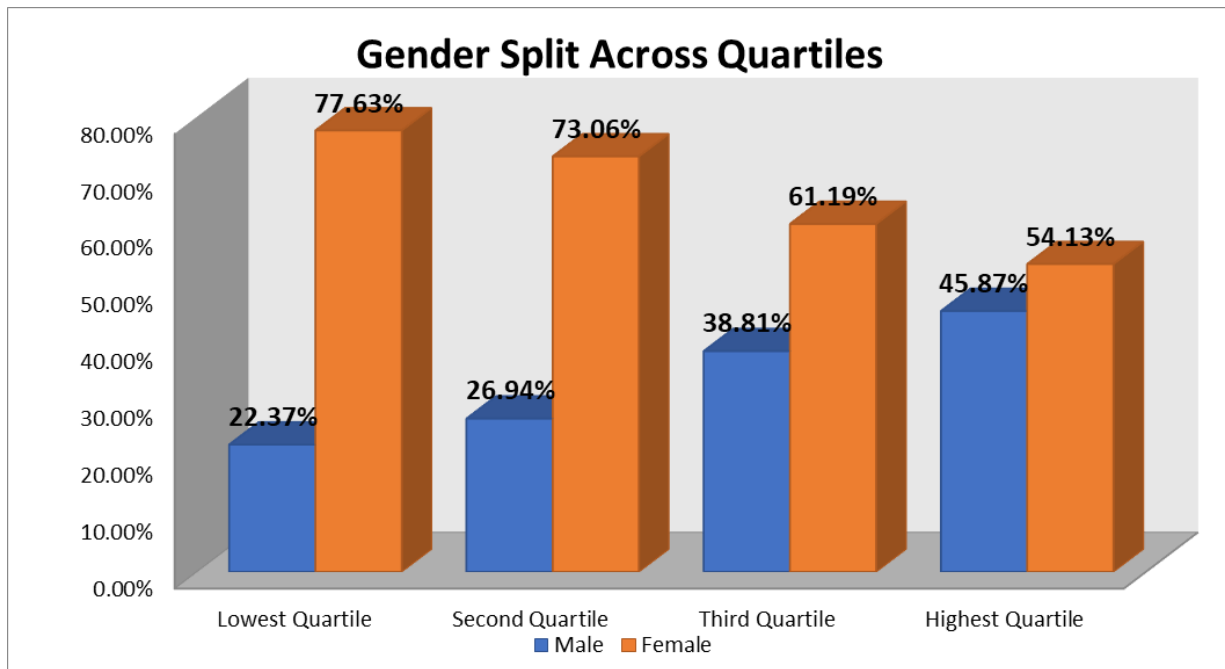
The mean and median hourly rates are similar to last year's figures, but with a very slight increase in the gap in the median and mean figures between males and females. This year shows a gap in the mean rate of 9% compared to 8.3% last year and a gap in the median of 22.4% compared to 20.67% last year. 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 since we have produced group figures.



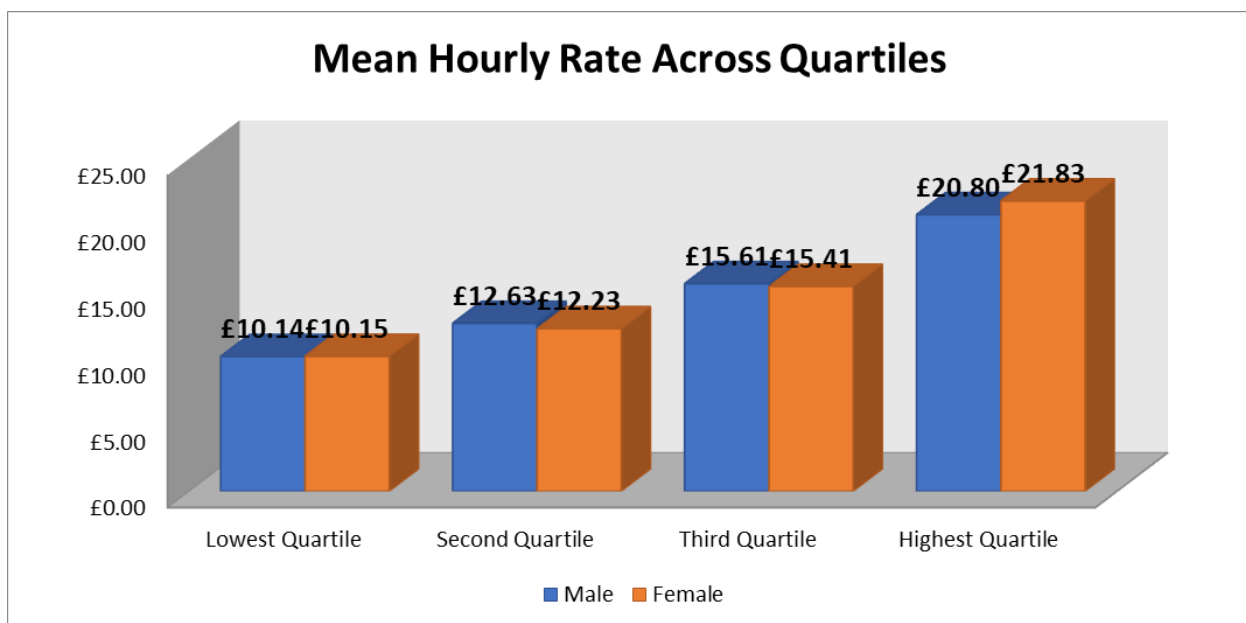
The table and graph below show this quite graphically, with significantly more females in roles in the lower two quartiles. These figures are again similar to last year's. It is this, rather than any pay gap in any 'job family' that informs the overall results as like roles are paid the same hourly rate regardless of gender. In each quartile, more women work than men, including within the highest paid quartile. 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	49	59	85	100	293
Female	170	160	134	118	582
Totals	219	219	218	218	875

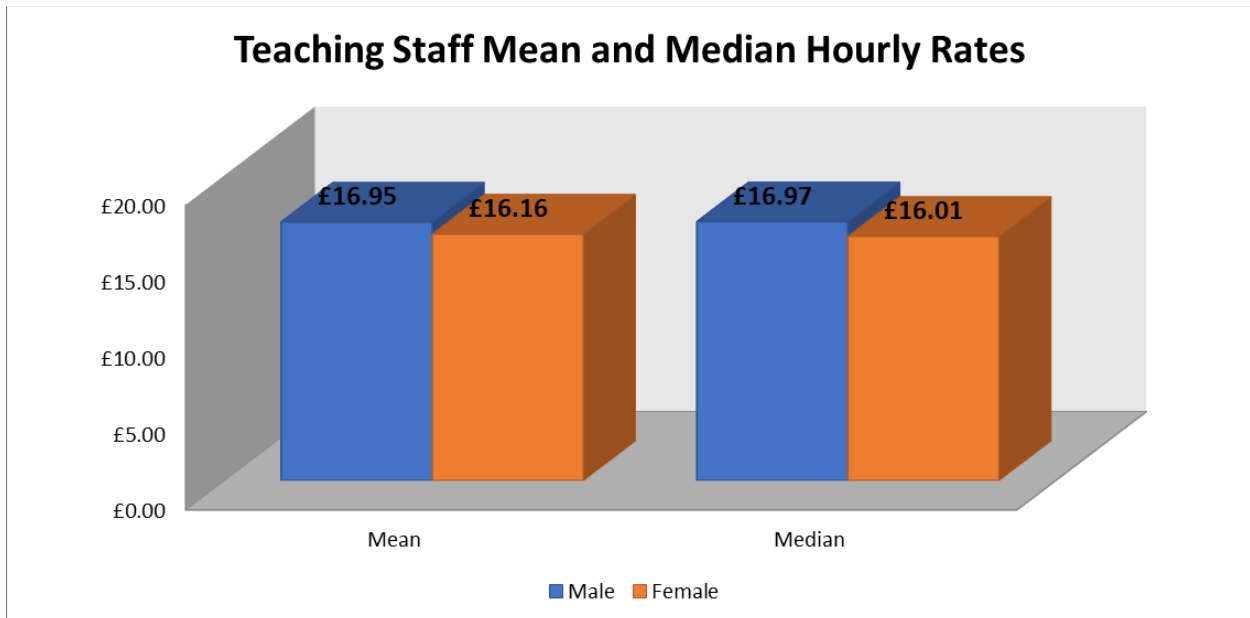


If each quartile in the chart below is reviewed individually it can be seen that the 2nd and 3rd quartiles have a mean hourly rate that is slightly higher for male employees. These are the quartiles in which the majority of our teachers will sit and is mainly as a result of more males being paid a market supplement in teaching roles where shortages exist. Across IEG this is focused around construction and engineering roles. The higher female rate in the highest quartile is partially due to an entirely female Executive Team at the time of reporting. For the fourth time since reporting on gender pay gap, females have a slightly higher hourly rate in the lowest quartile.



Teaching Staff

The difference between the mean hourly rate for male and female teaching staff is 4.89% compared to 3.4% last year and the median difference is 6.0% compared to 5.92% last year, influenced as detailed above in relation to shortage subjects and posts with market allowances being predominantly filled by male teachers. We have reviewed Market Rate Allowances in construction and engineering roles and have increased the allowances, which is likely to be the reason for the increase in the difference.



Conclusion

- Data is very similar this year to last year
- 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 administrative assistants are paid the same hourly rate regardless of gender
- The overall profile of gender in roles has remained reasonably static between 2019 and 2023
- Pay within job families shows very little variance between genders apart from teachers
- In two of the four quartiles the mean female pay is marginally higher than the male

Last year's data was uploaded to the Government website before the deadline of 31 March 2023, with a link to last year's report, on IEG'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

IEG's 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 Policy for IEG.

From April 2023 we introduced the Real Living Wage as our minimum hourly rate, impacting mainly on the lowest and second quartiles, predominantly female. We hope to remain a Real Living Wage Employer for the foreseeable future.

IEG has a Flexible and Hybrid Working Policy accessible to all and we have approved far more requests in the last year for reduced hours and also working from home, which has meant that fewer females have felt the need to change jobs.

There is an on-site nursery at Peterborough campus, which is an attraction and retention factor, particularly for female staff with young children.

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?

More of our female employees work part-time than 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 work on a flexible hybrid working basis, thus lessening the need for part-time work, more so with the acceptance of flexibility around working from home and the introduction of hybrid working. IEG needs to continue to attract women into all roles, and to promote the option of flexible working including hybrid working, specifically part-time working in higher paid roles, which would potentially impact the gender pay gap even further in the higher quartiles.

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
19 May 2023