



— Inspire Education Group —

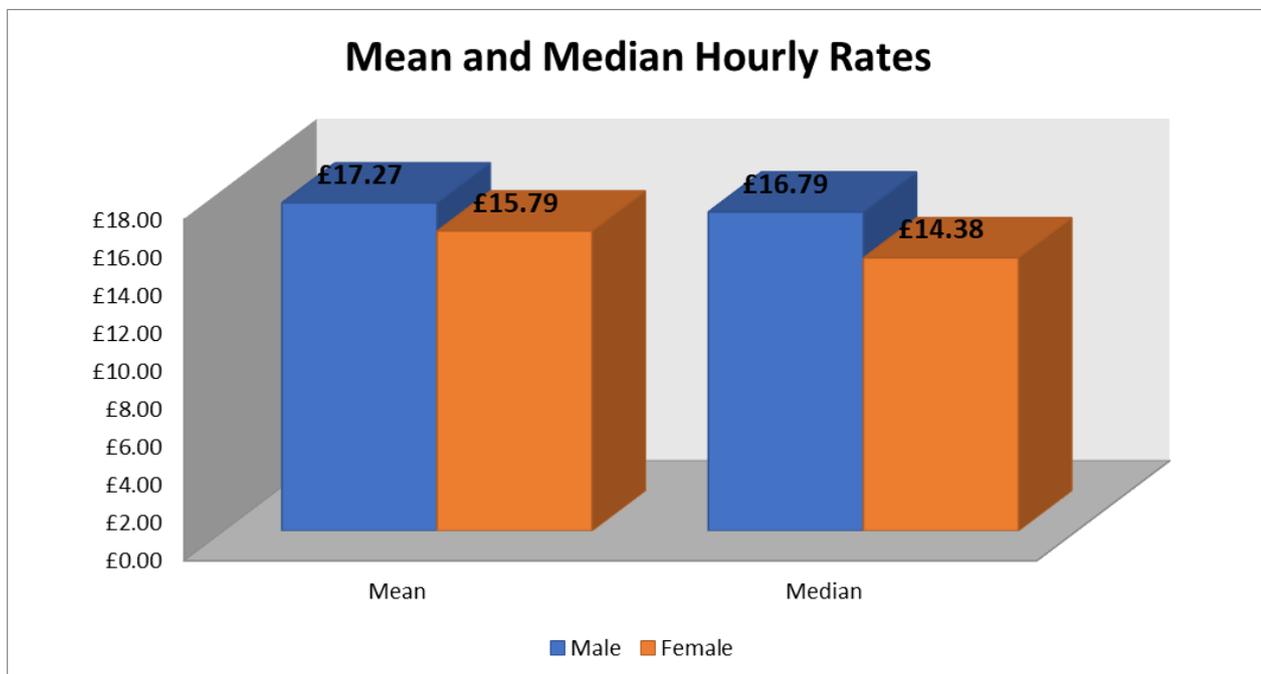
## Gender Pay Gap Report – 2024

### Overview

This report outlines 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 2024. The data contains details of 931 staff members, significantly higher than the threshold of 250 staff for publishing our data on the government website. This year's data is required to be published by the end of March 2025. Our statistics do not include QRS agency associates.

### Overall Gender Pay Rates

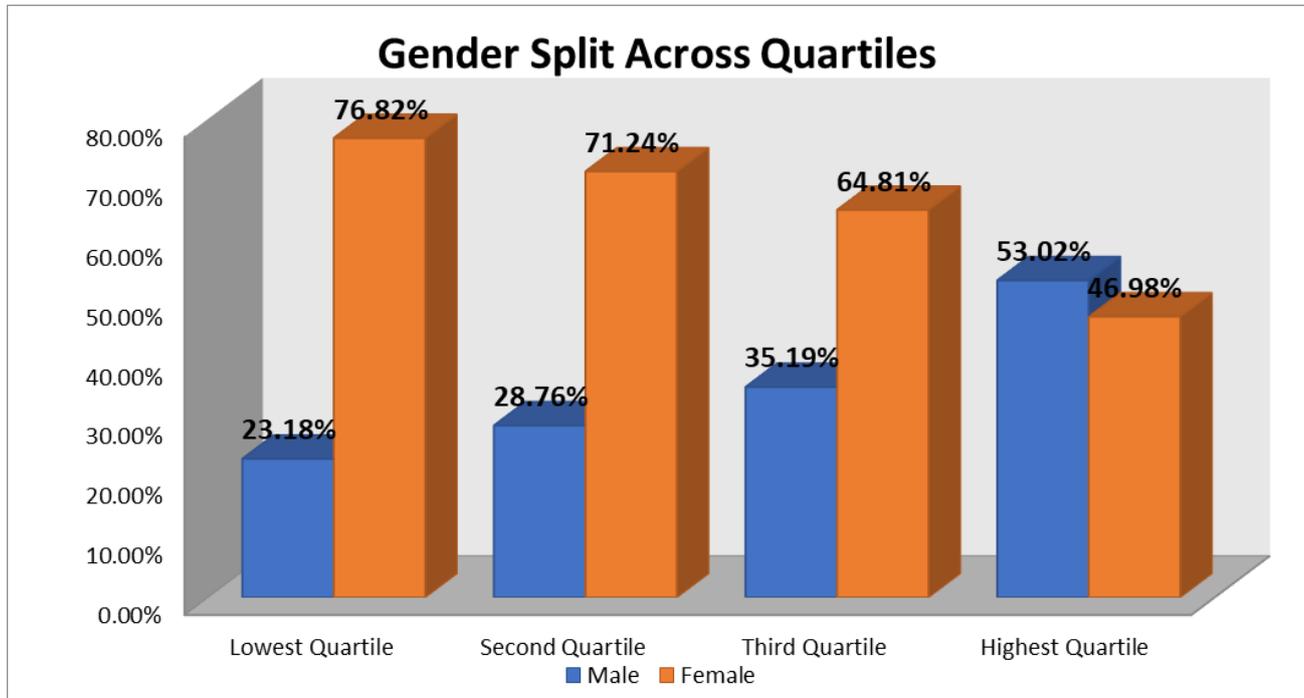
The overall gender pay gap has closed when reviewing the mean and median hourly rates. The results are similar to last year's figures but show a reduction in the gap in the median figures between males and females dropping from 22.4% last year to 16.76%. This year shows a very similar gap in the mean rate of 9.37% compared to 9% last year. While the gender pay gap persists, it's encouraging to see the median difference narrowing year-on-year. This improvement coincides with an increase in our total workforce. However, further analysis is needed to understand why a higher proportion of employees from both genders remain in lower pay grades.



The data, visualized in the table and graph below, reveals a persistent trend: a significantly higher proportion of women occupy positions within the three lowest pay quartiles. It's important to note that these results reflect workforce composition, not unequal pay within specific job categories, as employees receive the same hourly rate regardless of gender. Notably, for the first time, the highest quartile shows a shift, with more men in these top-paying roles. This coincides with the introduction of a new, higher management level staffed primarily by men.

Furthermore, our experience suggests a potential link between childcare and pay quartile. The majority of appointees to lower-paid roles tend to be female, and many of these positions are part-time or follow term schedules.

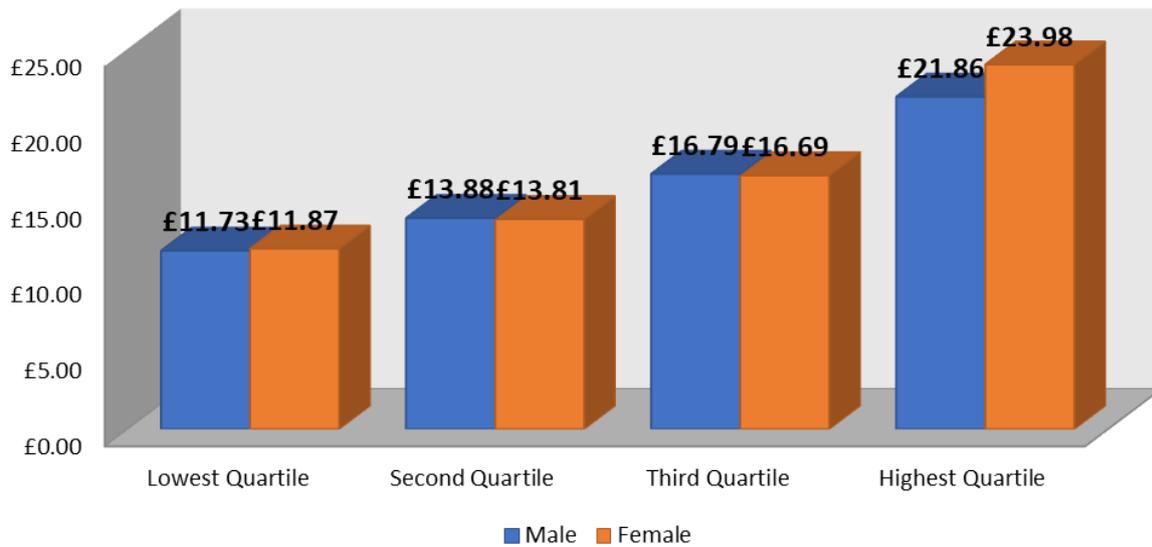
Gender	Lowest Quartile	Second Quartile	Third Quartile	Highest Quartile	Totals
Male	54	67	82	123	326
Female	179	168	151	109	605
Totals	233	233	233	232	931



A closer look at each quartile reveals a slightly higher average hourly rate for men in the middle quartiles (2nd and 3rd). This coincides with our teacher demographics, as these quartiles encompass most teaching positions. The higher male pay is primarily due to market allowances offered in shortage subjects like construction, engineering, and computing across IEG.

In contrast, the highest quartile currently shows a slightly higher female rate, likely influenced by the composition of the Executive Team at the reporting time. Interestingly, females have maintained a slight hourly rate lead in the lowest quartile for five consecutive reporting periods.

## Mean Hourly Rate Across Quartiles



### Teaching Staff

The gender pay gap for teachers has narrowed slightly this year, with a decrease in both the mean (4.95%) and median (5.28%) differences compared to last year. As previously explained, this gap is partly due to market allowances offered in shortage subjects, which are primarily filled by male teachers.

In a positive step towards addressing this, we've extended market allowances to trainer assessors in construction and engineering roles and also computing roles. This change has already shown a small reduction in the gender pay gap.

## Teaching Staff Mean and Median Hourly Rates



## Conclusion

Our latest gender pay gap data shows similar trends to last year's report.

- Women are well-represented across all pay quartiles, including senior roles. This suggests promotion opportunities are fair regardless of gender.
- The gender gap is primarily driven by the concentration of women in lower-paid, part-time roles. Jobs in these quartiles, like catering or administration, have the same pay rate for all genders.
- Pay within specific job types shows minimal difference between genders, with some exceptions like teaching.

We remain committed to transparency and will publish this year's data and report on our website and in our annual financial report.

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

### Promoting Pay Equity and Gender Equality at IEG

IEG is committed to fair and transparent pay practices. Our clearly defined pay scale, available to all staff, ensures consistency in salary allocation. Additionally, we prioritize supporting lower-paid employees through targeted pay increases.

Recognizing the rising cost of living, we recently implemented a uniform pay rise across all staff levels. This ensures all employees benefit from increased wages.

We actively promote flexible work arrangements. Our accessible Flexible and Hybrid Working Policy empowers staff to seek reduced hours or work-from-home options, which has helped retain female employees, particularly those with childcare needs.

The on-site nursery at our Peterborough campus is a valuable resource, especially for working mothers with young children.

To minimize bias in recruitment, we have implemented a rigorous selection process based on experience and competency. This process is further strengthened by training programs for managers on recruitment, selection, equality, and diversity.

### What more can we do?

A higher proportion of our female employees work part-time, which contributes to the gender pay gap. While we have some women in senior positions working flexibly, attracting more women to full-time roles in higher pay quartiles is crucial.

IEG's commitment to flexible working options is a positive step. Promoting part-time opportunities in higher-paid positions alongside existing hybrid and work-from-home options could further reduce the pay gap.

Strategic talent management plans will provide equal development opportunities for all employees, supporting career progression for women and potentially narrowing the gap further.