



————— **Inspire** Education Group —————

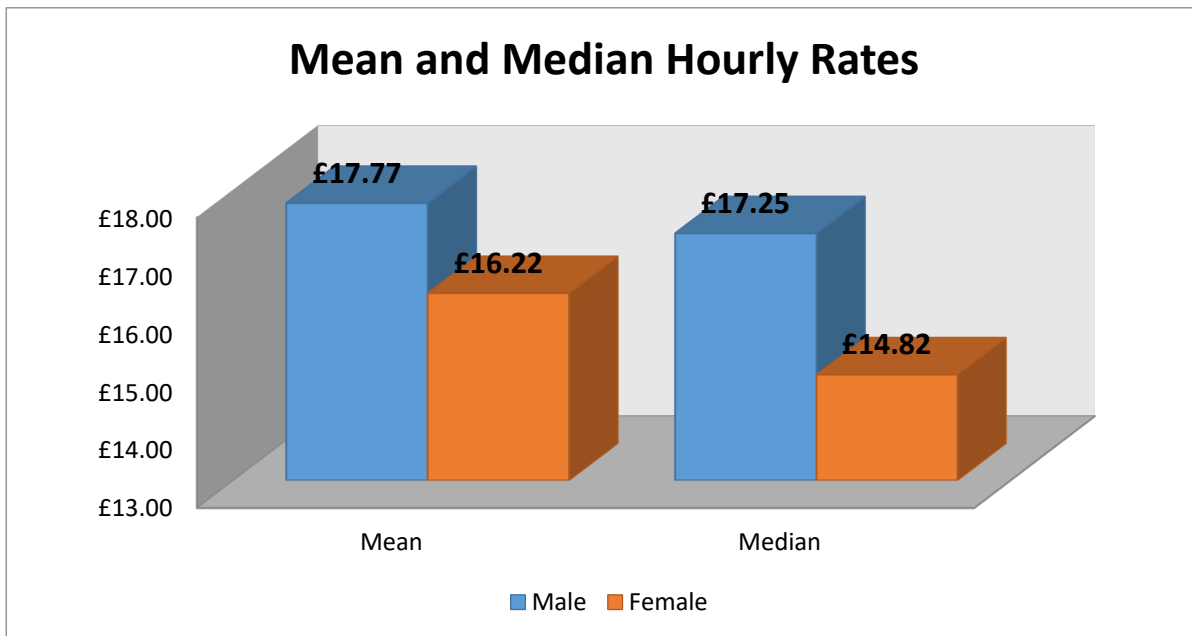
Gender Pay Gap Report for Reporting Year 2025-26

Overview

This report outlines the hourly rates for all those employed by Inspire Education Group (IEG) across Stamford and Peterborough Colleges and University Centre Peterborough at the snapshot date of 31 March 2025. IEG employed 951 employees on the snapshot date. This information excludes agency workers. There were 328 males compared to 623 females directly employed by Inspire Education Group at the snapshot date. Organisations with 250 or more employees are required to report. Organisations required to report must do so no later than 30 March 2026.

Overall Gender Pay Rates

The overall gender pay gap has closed in relation to reviewing the mean and median hourly rates. The results are similar to last year's numbers but show a decrease in the gap in the median figures between males and females dropping from 16.76% last year to 16.4%. This snapshot shows a very similar gap in the mean rate of 9.56% compared to 9% last year. The gender pay gap persists with the mean and median difference increasing this year by £0.07 and £0.02 this year. Therefore, further analysis is needed to understand why a higher proportion of employees from both genders remain in lower pay grades.

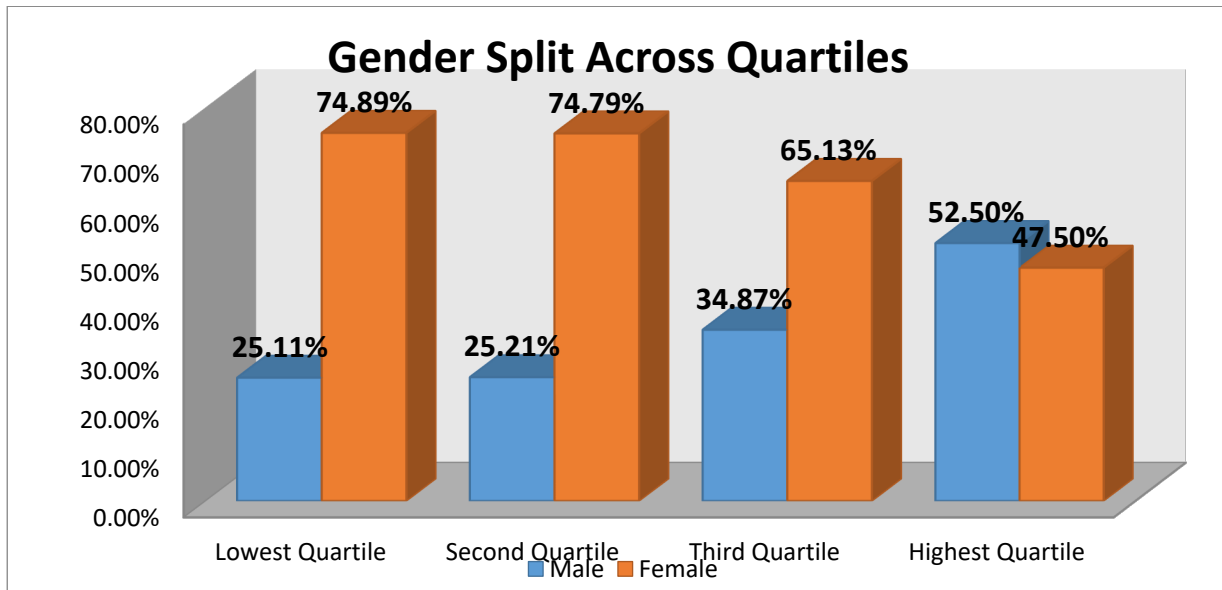


The data, visualized in the table and graph below, reveals a persistent trend: a significantly higher proportion of women occupy positions within the three lowest pay quartiles. It is important to note that these results reflect workforce composition, not unequal pay within specific job categories, as employees receive the same hourly rate regardless of gender. Notably, for the second consecutive year, the highest

quartile shows a shift, with more men occupying top-paying roles. This reflects the introduction of a new, higher management level resourced primarily by men.

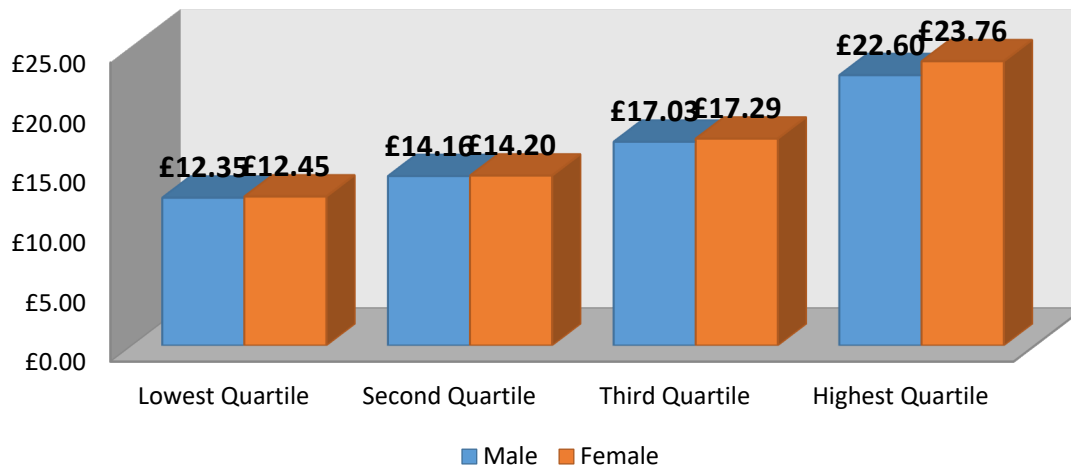
Furthermore, IEG data suggests a potential link between childcare responsibilities and the lowest pay quartile. The majority of appointees to lower-paid roles tend to be female, and many of these positions are part-time or follow term schedules.

	Lowest	Second	Third	Highest	Total
Male	59	60	83	126	328
Female	176	178	155	114	623
Totals	235	238	238	240	951



A closer look at each quartile reveals a slightly higher average hourly rate for women in all four quartiles compared to last year, where men were higher in the 2nd and 3rd quartile. This can be attributed to more women in the first three quartiles, which is driving the average pay up. The fourth quartile has a higher mean hourly rate primarily due to the composition of the Executive team being mainly female. Interestingly, females have maintained a slight hourly rate lead in the lowest quartile for six consecutive reporting periods. 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.

Mean Hourly Rate Across Quartiles

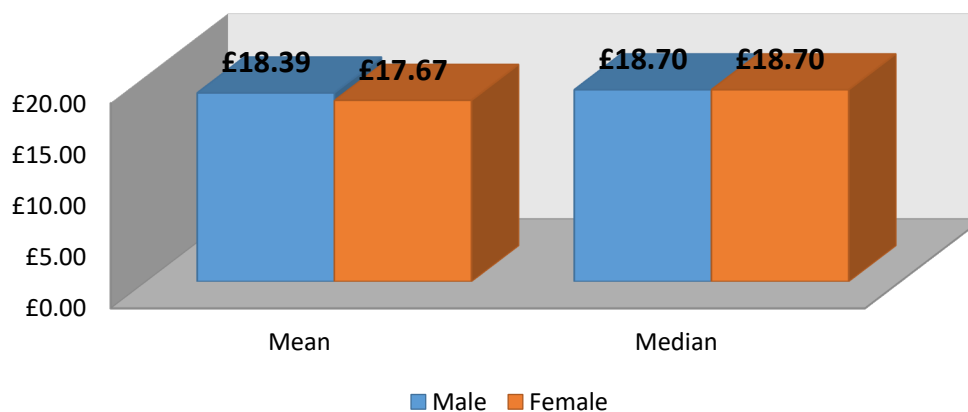


Teaching Colleagues

The gender pay gap for teachers has narrowed this year, with a decrease in both the mean from 4.95% to 4% and median reducing from 5.28% at 0% differences compared to last year.

In a positive step towards addressing this, we have 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 Colleagues Mean and Median Hourly Rates



Conclusion

Our latest gender pay gap data shows slightly different 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.

Promoting Pay Equity and Gender Equality at IEG

IEG is committed to fair and transparent pay practices. Our clearly defined pay scales, published on the intranet and available to all employees, ensures consistency in salary allocation. Additionally, we prioritise supporting lower-paid employees through targeted pay increases.

Recognising the rising cost of living, we recently implemented a pay rise across all levels but providing a higher percentage to the lower quartiles. This ensures all employees benefit from increased wages especially the lower earners.

We actively promote flexible work arrangements. Our accessible Flexible and Hybrid Working Policy empowers colleagues to seek reduced hours or work-from-home options (job role dependant), 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 parents with young children.

To minimize bias in recruitment, we have continued to apply 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 remains crucial. We have seen a slight uptake in recruitment of more women into the Construction, Engineering, Motor vehicle fields and retention through offering of sponsorship visas. However, emphasis still needs to be on encouraging and attracting more women into these fields.

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.

The College has signed the menopause awareness pledge, had launched menopause guidance and training and actively supports female colleagues to remain in the workplace throughout their menopause.

Deliver diversity and inclusion training to all our employees to support our commitment to be a diverse and inclusive employer

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