

Gender Pay Gap Report 2023 – INMAT

Introduction

In April 2017, the Government introduced new gender pay gap legislation in line with the Equalities Act 2010. The legislation requires all employers with 250 or more employees to measure and report on the gender pay gap in their organisation.

INMAT is a public sector body, the snapshot date for relevant employees was **31st March 2023**.

This Gender Pay Gap report covers employees in the following academies:

- Ashby Fields Primary School
- Falconers Hill Infant School
- Hall Meadow Primary School
- Kingsley Primary School
- Kettering Park Infant School
- Kettering Park Junior School
- Little Harrowden Primary School
- Standens Barn Primary School
- St James Infant School
- The Abbey Primary School
- Wollaston Primary School

And includes employees of the trust Central team:

- INMAT

The regulations require six measures of the gender pay gap as detailed below: -

- Mean gender pay gap – *the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.*
- Median gender pay gap – *the difference between the median hourly rate of pay of full-pay relevant employees and that of female full-pay employees.*
- Mean bonus gap – *the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees.*
- Median bonus gap – *the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.*
- Bonus proportions – *the proportion of male and female employees who were paid bonus pay during the relevant period.*
- Quartile pay bands – *the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.*

The Gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for undertaking the same role. This has been unlawful since the Equal Pay Act was introduced in 1970.

INMAT Gender Pay Gap Report

INMAT as at the 31st March 2023, staff proportions were 86.59% female and 13.41% male, it is very common for a high proportion of the workforce in education to be female.

As a Trust we have seen an increase in the Mean and Median gender pay gaps from 2022 to 2023, which reflects a negative change in direction. However, we continue to represent an increase in leadership equality across the Trust, resulting in an increase of males in the upper quartiles (5.21% increase). Within our lower quartiles we have a 97% representation of female to male, resulting in the overall increase of Mean and Median pay gap.

Median Gender Pay Gap		
Female	£11.58	The median gender pay gap is therefore 45.5%. An increase of 0.91% from 2022.
Male	£21.26	

Mean Gender Pay Gap		
Female	£16.39	The mean gender pay gap is therefore 23.10%. An increase of 4.91% from 2022.
Male	£21.30	

Equal Opportunities

INMAT is an equal opportunity employer and undertakes not to discriminate on the grounds of sex, sexual orientation, gender or gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability or age.

Bonus

No bonuses are paid to INMAT staff

Narrative

The Office for National Statistics report - Gender Pay Gap in the UK: 2022 stated - "Among full-time employees the gender pay gap in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic); however, we recommend looking at the longer-term trend."

We continue to review our recruitment processes to promote gender diversity in all areas of the workforce including:

- The proportion of men and women applying for jobs and being recruited.
- The proportion of men and women applying for and obtaining promotions.
- The proportion of men and women leaving INMAT and their reasons.
- The number of men and women in each role and pay band.



INMAT will continue to monitor this data on an annual basis.

Publication

The Gender Pay Gap report for INMAT will be published annually. It is available on our website <https://www.INMAT.org.uk/> and the DfE website.