

Gender Pay Gap Report

Inspirational Futures Trust (IFT)

2017

What is gender pay reporting?

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap.

The gender pay gap shows the differences in the mean or median hourly rate of pay between men and women. It is expressed as a percentage of men's earnings. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

The mean pay gap is the difference between the average hourly rate of pay between men and women.

The median pay gap is the difference between the midpoints of the hourly earnings when all the values are listed numerically.

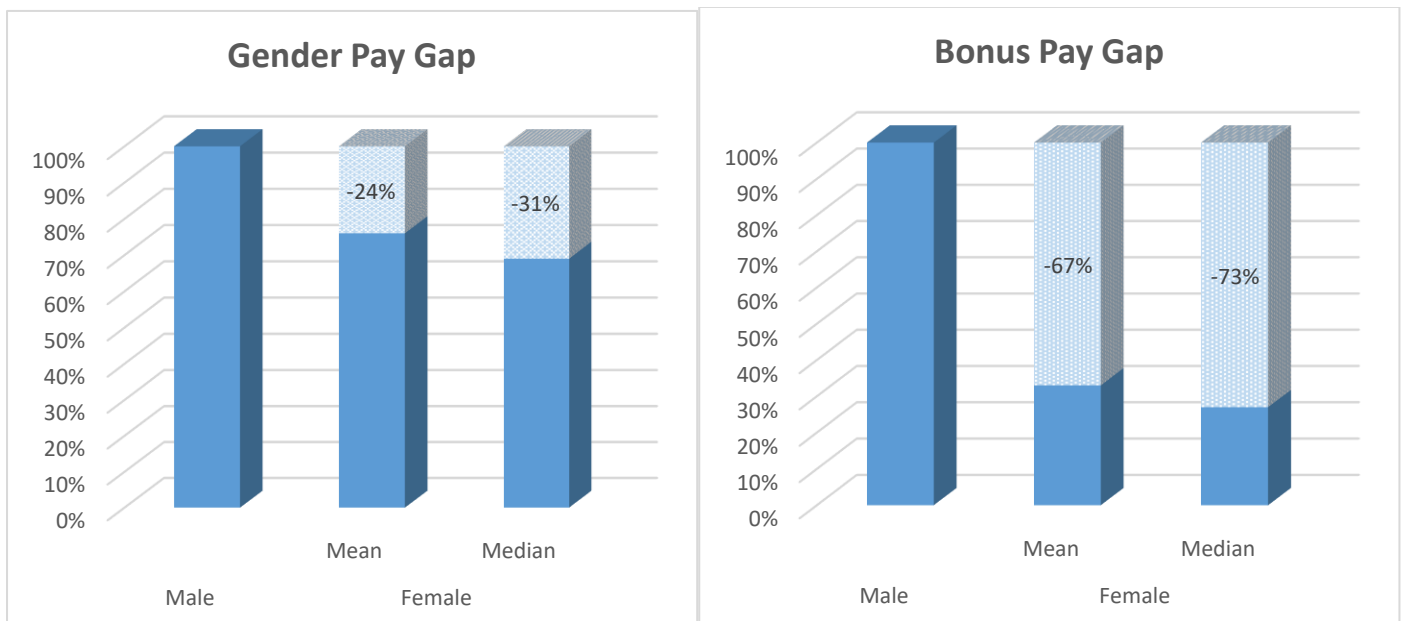
In addition to reporting on the gender pay gap it is also necessary to report on the mean and median bonus gaps, the proportion of men and women receiving bonuses and the proportion of men and women in each quartile of the organisation's pay structure.

Our gender pay gap data

The figures provided in the charts below, are based on hourly rate of pay as at 30th March 2017 and bonuses paid in the year to March 2017.

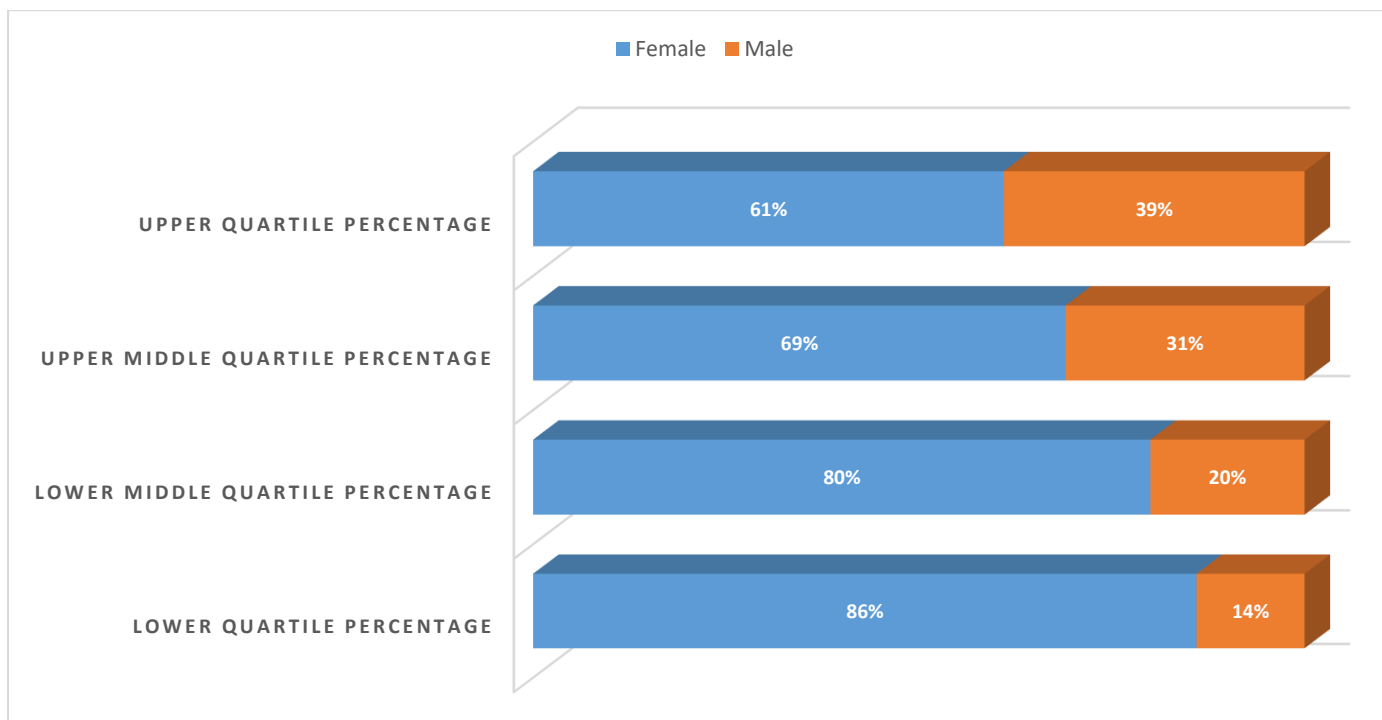
For the purpose of this report on 30th March 2017 IFT employed 258 staff who were considered full pay relevant employees. Of the 258 staff, 74% (191) are female and 26% (67) are male.

Within IFT there are 5 academies: St Katherine's (89 staff), Herons' Moor (66 staff), Crockerne Church of England (47 staff), North Somerset Enterprise Technical College (NSETC) (35 staff), Bristol Futures Academy (BFA) (18 staff).

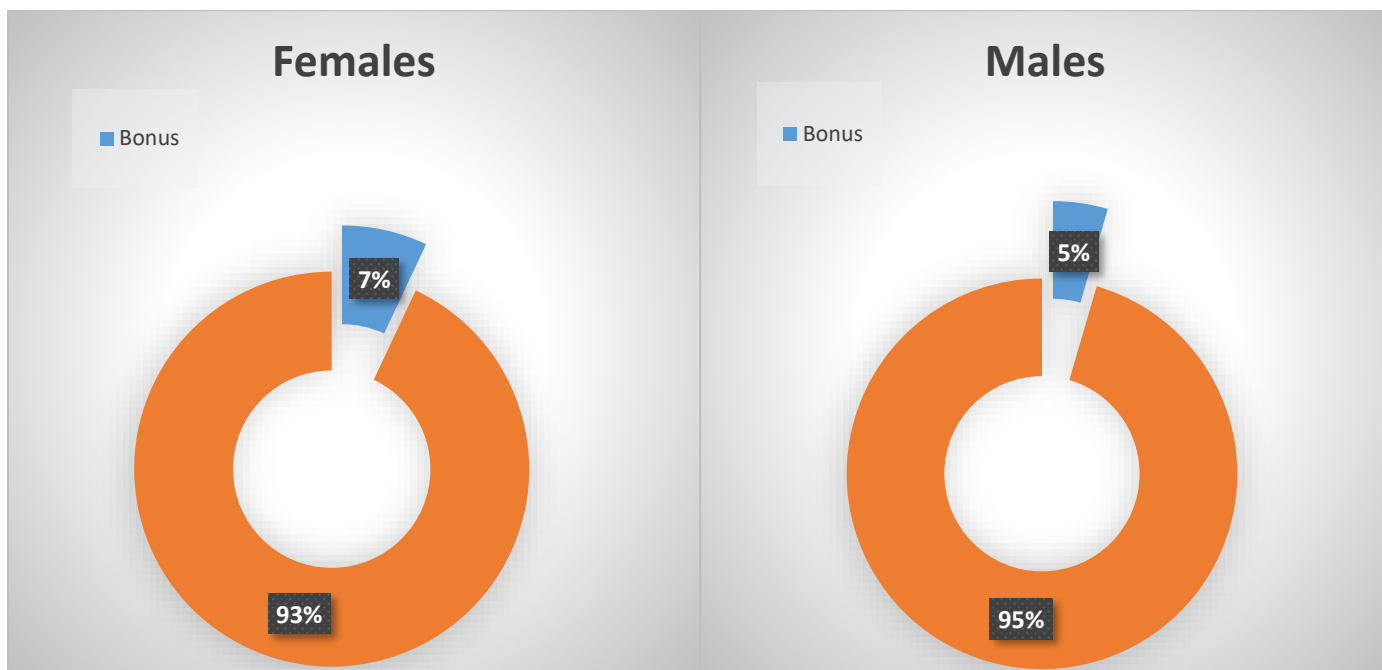


Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order the hourly rate of pay from highest to lowest and group into four equal quartiles.



Proportion of male and female colleagues receiving a bonus payment



Why we have a gender pay gap:

- As IFT has a predominantly female workforce, it means that even small fluctuations in the male workforce can have a significant impact on the gender pay gap.
- The fact that we are only slightly over the reporting threshold (250 employees) also means that small fluctuations in the employee gender balance and pay rates have a more pronounced effect on our statistics than they would do in a larger employer.
- Within the lowest quartile there is a 86% female representation which subsequently impacts on the gender pay gap – if there was greater male representation within this quartile it would reduce the overall gender pay gap.
- The total amount paid in bonuses across IFT was actually only £3,981 which was split between [x] employees. Therefore, although the bonus gender pay gap appears large this reflects the very small numbers of individuals involved. Further, the gap does not equate to a high monetary value.

Actions:

- Review our pay policy to ensure that females are not being disadvantaged in any way and that they have the same access to the higher pay scales, bonuses and TLR's as male employees.