

Gender Pay Gap Report

Inspirational Futures Trust (IFT)

2018

What is gender pay reporting?

From 2018 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.

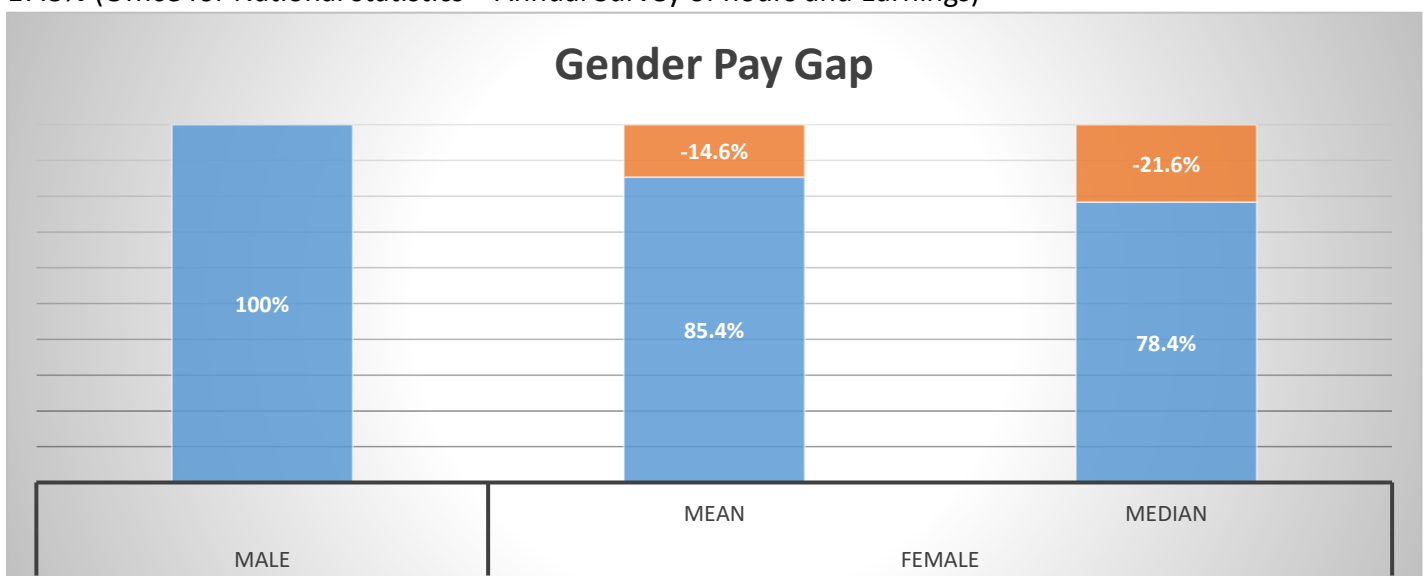
In addition to reporting on the gender pay gap it is also necessary to report on the mean and median bonus gaps, the proportion of men and women receiving bonuses and the proportion of men and women in each quartile of the organisation's pay structure.

Our gender pay gap data

The figures provided in the charts below, are based on hourly rate of pay as at 30th March 2018 and bonuses paid in the year to March 2018. For the purpose of this report on 30th March 2018 IFT employed 258 staff who were considered full pay relevant employees. Of the 258 staff, 74% (192) are female and 26% (66) are male.

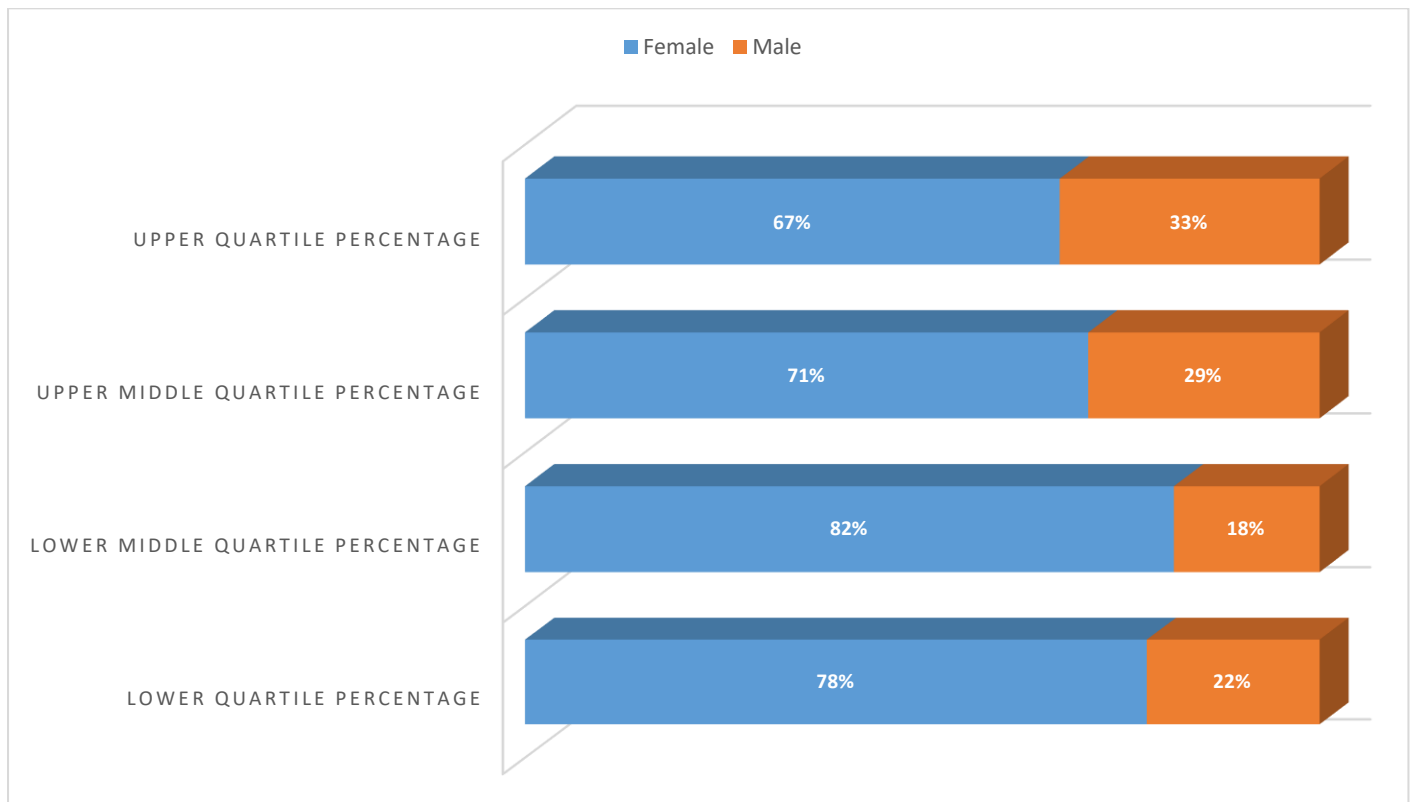
Within IFT there are 5 academies: St Katherine's (91 staff), Herons' Moor (73 staff), Crockerne Church of England (54 staff), North Somerset Enterprise Technical College (NSETC) (29 staff), Bristol Futures Academy (BFA) (28 staff) and Inspirational Futures Trust (3). There were a total of 278 staff employed by IFT at the time of the report, however 20 members of staff were exceptions so are not included within the data.

The below chart shows that there was a 14.6% mean pay gap, which is lower than the industry sector of 17.3% (Office for National statistics – Annual Survey of hours and Earnings)



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.



Bonus Pay Gap

- There was no bonus pay gap for 2018 as there was only 1 bonus paid and it was to female.
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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 78% 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.

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.