

GENDER AND ETHNICITY PAY REPORT

2024

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INTRODUCTION

We're proud to share our 2024 Gender and Ethnicity Pay Gap Report, reflecting data as of 31 March 2024.

Our commitment to fairness and inclusion remains unwavering. This report, reflecting our progress on gender and ethnicity pay in 2024, underscores our commitment. We recognise that accountability is key to fostering diversity and inclusion, and this data is a crucial tool in that process.

As we are an organisation of under 250 employees, we are not required at present to report on our gender pay gap. Ethnicity pay gap reporting remains voluntary, however we believe transparency strengthens our journey towards greater equity, diversity, inclusion, and effective anti-racism.

Leading progress and maintaining transparency about data and strategy are priorities for me. I deeply appreciate the support of our Employee Networks, Anti-Racism Steering Group, and all colleagues. Together, we can build on our progress, create positive change, and ensure everyone has the opportunity to thrive and succeed.

Declaration - I confirm our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Ruth Kettle
Chief Executive

A handwritten signature in black ink that reads "Ruth Kettle".

DEFINITION

Gender and Ethnicity Pay Gaps reveal how much less women or ethnic minorities earn on average, presented as a percentage difference compared to their male or white colleagues.

To promote transparency, UK law requires companies with over 250 employees to publish their gender pay gap data. This includes both the average and middle point salary differences as percentages, along with bonus disparities and the gender breakdown of each pay bracket (referred to as quartiles).

This data helps identify and address potential biases affecting pay fairness.

CALCULATION

There are two ways to measure the pay gap:

- **Finding the Middle:** Imagine lining up all the employees by their hourly pay, from lowest to highest. The **median** pay gap looks at the middle person in the line for men and the middle person for women. The difference between their pay (as a percentage) is the gap.
- **Averaging Everyone:** The **mean** is found by adding up all the hourly pay for women or ethnic minority employees and dividing by the number of women or ethnic minority employees. The same calculation is done for men or white employees. The difference between these two averages, shown as a percentage, reveals our pay gap.

The median pay gap is usually used as a headline measure as it is less affected by extreme values.

GENDER



Our employees reflect our commitment to gender balance, with **1 in 5*** of our employees being male, we **exceed our sector average by 2%**, as noted by Skills for Care.

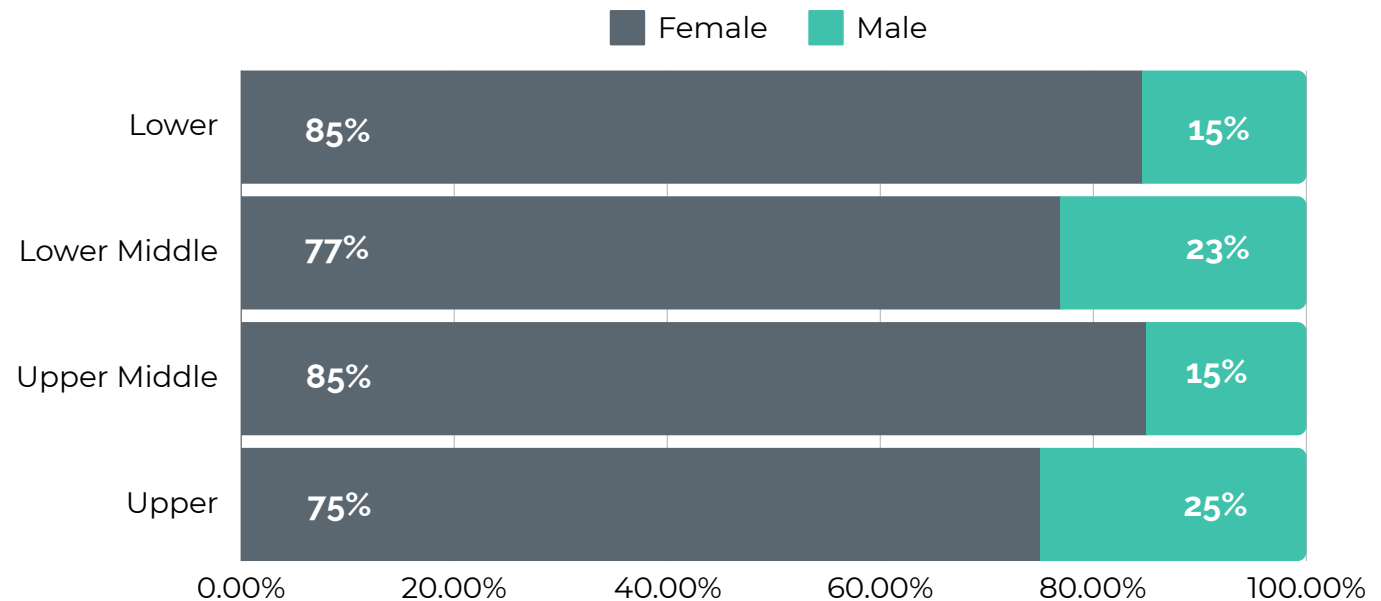
**53 female, 13 male*

Our median gender pay gap is -6.6%, which means on average, women earn more than men. This is of particular note, especially when you consider according to the Office for National Statistics (ONS) the UK average is 7.7%, where men typically earn more than women.

Our mean gender pay gap is 6.5%

	Female	Male
Median	£17.33	£16.25
Mean	£19.27	£20.62
We do not pay bonuses at Inspire North.		

In order to determine pay quartiles, employees are arranged into four equal parts referred to as “quartiles”. This spans from the lowest paid (Lower) to the highest paid (Upper).



ETHNICITY

We are proud to highlight **29% of employees*** come from diverse ethnic backgrounds, a figure **significantly higher** than the 19% of the UK working age population as reported by the 2021 Census.

**41 white employees, 17 ethnic minority employees*

	Ethnic Minority	White
Median	£17.33	£17.33
Mean	£18.36	£20.28
We do not pay bonuses at Inspire North.		

We are proud **our median ethnicity pay gap is once again 0%** ...we have maintained this since our first report in 2022

Our mean ethnicity pay gap is 9.5%.

As with the Gender Pay Gap, employees are arranged into four equal parts referred to as “quartiles”. This spans from the lowest paid (Lower) to the highest paid (Upper).



How we're closing the gap...

We understand true inclusivity involves much more than just addressing pay disparities—it requires a holistic approach that integrates diversity, equity, and inclusion (EDI) into every aspect of our organisation.

We acknowledge the pivotal role that senior leadership plays in driving our EDI initiatives. Our leaders are not only responsible for setting the strategic direction but also for modelling inclusive behaviour and holding themselves and others accountable for making meaningful progress.

Equally important is our dedication to ensuring every employee has a voice that is heard and is empowered to influence change. We believe inclusivity is not just about policy but about creating an environment where every individual feels supported to thrive.

