

GENDER PAY GAP REPORT 2020

Nova Education Trust



The Directors and leadership of the Nova Education Trust recognise the fundamental importance of narrowing and eliminating the Gender Pay Gap in all areas of the trust's operations.

Nova Education Trust is a Multi Academy Trust with 15 schools (Primary and Secondary) in Nottinghamshire, Derbyshire and Leicestershire which provide education for over 9,000 learners.

The initiatives that we have put into place over the past reporting year mean that we have seen a decrease of females in the lower quartile by 11% and an increase of 5% in the number of females in the upper middle quartile.

The proportion of staff receiving bonuses has remained constant, but we have seen an increase in the mean and median bonus gender pay gap. Our bonus structure only entitles a very limited number of staff, 1.6%, to a bonus payment. As a result, small changes to the staff in this group can have a large impact on this gap.

The majority of our posts, both in education and support services, are linked to nationally agreed pay spines. This significantly reduces the chances of discrepancy between male and female pay within bands for the same role. The Trust does recognise the risk of gender bias, even within national pay structures, but our robust job evaluation process is designed to protect against such inequalities.

We have a significantly higher proportion of female staff with a ratio of 3:1. The proportion of female staff in the lower quartile has decreased meaning the lower middle quartile now has the highest proportion of female staff. This reflects our industry, with many term-time only and part time roles being occupied by female staff, but we do not regard this as a barrier to narrowing the gap.

We are required to publish the results on our own website and the government website. We will do this by 30 March 2021.

Gender pay reporting requires our organisation to make calculations based on employee gender. We have collated this data from HR and payroll records held on our HR and payroll systems.

Since our previous Gender Pay Gap Report our staffing levels have increased from 1153 to 1426 at the time of this report.

This report reflects the position of the Trust on 5 April 2020. The Trust continues to have had a period of stability in this reporting year with no additional schools joining the Trust.

We will continue to monitor our gender pay gap internally throughout the coming year to gain a better understanding of our current position, allowing us to respond in the most effective manner to the issues discussed on the supporting statement.

We confirm that the following information has been prepared from our payroll data on the snapshot date and is an accurate account of the Nova Education Trust gender pay information.

John Tomasevic
Chief Executive Officer

Albert Woods
Chairman of the Board of Directors

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.



Mean gender pay gap

Across the trust the difference between the mean hourly pay of full-pay men and women is **16.82%**. The mean national average pay gap is **14.60%**.



Median gender pay gap

Across the trust the difference between the median pay of full-pay men and women is **15.54%**. The median national average pay gap is **15.50%**.



Bonus payments

The proportion of men and women who received bonus payment within the snap shot dates is **3.4%** of male employees and **0.9%** of female employees.



Mean bonus gender pay gap

The trust's difference in mean bonus pay for men and women expressed as a percentage is **60%**.



Median bonus gender pay gap

The difference between the median bonus pay of men and women across the trust is **67%**.



Proportion of males and females in each pay quartile

Lower: **18%** male, **82%** female
Lower-middle: **22%** male, **78%** female
Upper-middle: **27%** male, **73%** female
Upper: **37%** male, **63%** female

REVIEW OF THE 2019 REPORT

The following areas provided the trust's focus for narrowing the Gender Pay Gap over the last year:

Narrowing the Gender Pay Gap through widening support staff engagement

AIM

To provide a forum for employees across the Trust to work with the Trust Directors, Leadership and HR team to identify and deploy strategies that will pro-actively address the gender pay gap within the Nova Education Trust.

ACTION

A Gender Pay and Equality group was formed of staff from various levels of the organisation. This group initially focussed on our recruitment procedures to ensure that best practice is followed Trust-wide.

The group met three times over the reporting year and have discussed attraction strategies. The HR team have

undertaken a full review of our recruitment process and are looking to adapt the application journey to make the candidate experience more streamlined and inclusive.

Structured interviews are always used, and all candidates are asked the same questions in a pre-determined order and format. Interview questions are always competency based and the responses are graded using pre-specified standard criteria.

NARROWING THE GENDER PAY GAP IN 2021

We aim to address the following areas in response to the 2019 findings in this report.

All our priorities from last year will continue to be addressed in addition to the introduction of a new mechanism for identifying further processes and approaches to reducing the gap.

Initiatives

Transparency to promotion

AIM

To ensure that processes for internal promotions, including selection methods and criteria, are transparent and available to all staff.

CONTEXT

Clear policies, processes and criteria ensure that employees know what is required of them and what is involved. It also means that managers can understand that their decisions need to be objective and evidence based as those decisions are open to review from others. These steps can help to reduce pay inequalities and help to ensure continuing development of women in their early careers.

CPD for all staff

AIM

To ensure that CPD opportunities are made available to all staff and a career pathway is implemented.

CONTEXT

CPD opportunities are widely promoted and consideration is given to the timing of activities to enable those who work on hours less than full time staff to attend, and where this is not feasible, to put catch up arrangements in place where appropriate.

Maternity/Paternity/Adoption and Shared Parental Leave

AIM

In recognition that a growing number of men are wanting to be actively involved in day to day parenting, we will continue to promote a healthy work life balance, including encouraging all staff to make use of Shared Parental leave and flexible working.

CONTEXT

Evidence has shown that women are more likely to request flexible working following maternity leave. Providing both male and female parents with the information on family friendly policies may encourage more male staff to engage with shared parental leave and flexible working.