

Gender Pay Gap Report

Academic Year 2021/22

Nova Education Trust is an exempt charitable company limited by guarantee, incorporated in England and Wales.

Registered company number: 07635510



Introduction

At Nova Education Trust, we are committed to creating and maintaining an inclusive learning and working environment where discrimination is not tolerated, where all pupils and colleagues within our family of schools can reach their full potential and where we affect positive change within the trust, our wider communities and society.

We recognise closing the gap is a long-term challenge for us and whilst we acknowledge there are both internal and external factors which may contribute, this report identifies the internal work we need to do to play our part in our commitment to removing the barriers to pay inequality and to being a truly diverse, equitable and inclusive trust.

We know a key factor in achieving this commitment is to address the historic under-representation of women in senior and leadership positions and I welcome this report as a starting point to hold our trust to account in our commitment to closing the pay gap. We recognise small progress in this area through our 2022 figures, however appreciate there is much more to be done.

Our Transformational People Plan will be integral to the further progress we make in this area, across the next twelve months, alongside our new Diversity, Equity and Inclusion Strategy which will underpin everything we do.

I urge all colleagues to read this report, paying particular attention to page 6, which outlines the much needed actions to reduce our gender pay gap but also so you too can help support to make a difference.

Kind regards,

Ashfaq Rahman
Chief Executive Officer



We are Nova Education Trust.

We are a cross-phase Multi Academy Trust, with 15 schools (primary and secondary) in Nottinghamshire, Derbyshire and Leicestershire, which providing education for over 10,000 learners.

We are committed to working at the very heart of our communities; raising aspirations while securing enhanced life opportunities and experiences for all our children and young people.

Our mission is to create transformational schools.

What do we do?

We create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for learners, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our values

We work with honesty, integrity, humility and professionalism.

We trust and are loyal to each other – we demonstrate a selfless commitment in all that we do.

We innovate and influence – we create opportunities for sharing and learning and we pioneer civic collaborations.

We all learn together in our vibrant, creative, diverse and inclusive family of schools.

We are highly ambitious – staff and learners believe through kindness and hard work, all can succeed and grow.

Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly-trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour, and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do; ensuring our strategy is evidence informed.

What is gender pay gap?

This report calculates the difference in average pay for women and men, regardless of the nature of their work. This measure is known as a gender pay gap and we are required to report our figures on a yearly basis, coupled with our commitments in relation to how we intend to close the gap.

The Government Equalities Office provides helpful guidance to support employers with those commitments and further details are available [here](#).

Gender pay specifics

The gender pay report does not calculate if women and men in the same or similar roles are on equal pay.

The gender pay report does highlight gender percent across an organisation and if gender percent varies between pay quarters. There are seven calculations in a gender pay report to measure full-pay relevant employees:

- Gender percent of women and men employed
- Gender percent of women and men employed per pay quarter
- Mean (average) gender pay gap
- Median gender pay gap
- Gender percent of women and men who received bonus pay
- Mean (average) gender bonus pay gap
- Median gender bonus pay gap

(GOV.UK, 2020)

How we calculate gender pay gap?

Gender pay gap (GPG) is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 4% GPG denotes that women earn 4% less, on average, than men. Conversely, a -4% GPG denotes that women earn 4% more, on average, than men.

Mean is the measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of observations (i.e. jobs) in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.

Median is the value below which 50% of jobs fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.

How does gender pay gap differ from equal pay?

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010.

Gender pay reports calculate the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

How we define 'women' and 'men'

To calculate the data in this report, we have used the terms 'women' and 'men' to represent their legal gender.

Our pay structures

We use pay scales for all staff. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, updated annually.

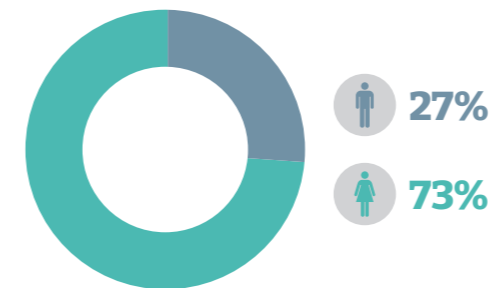
The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services.

Staff progress through the pay scales based on incremental progression eligibility, so earnings are determined irrespective of gender.

Our results

The trust employs a higher proportion of women to men with a ratio of almost 3:1.

Overall split of employees at Nova Education Trust



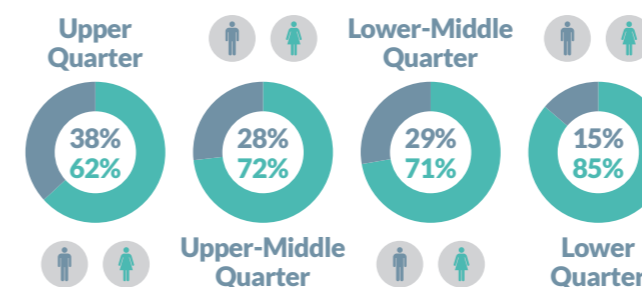
Gender pay gap

	2021/2022	2020/2021
Mean gender pay gap	17.54%	17.90%
Median gender pay gap	23.76%	23.34%
Mean gender bonus gap	N/A	58.00%
Median gender bonus gap	N/A	55.59%
Proportion of male employees receiving a bonus	N/A	3.39%*
Proportion of female employees receiving a bonus	N/A	0.54%*

* A small proportion of staff within the trust (1.28%) received a bonus as part of their employment Terms and Conditions between 1 April 2020 and 31 March 2021. Within this group, the mean bonus gender pay gap for the year ending 31 March 2021 was 58.00% (60.00%, 2020) and the median bonus gender pay gap for the year ending 31 March 2021 was 55.59% (67.00%, 2020). No bonus payments were made during 2022.

Gender percent of men and women employed per pay quartile in 2021/2022

Each quartile represents 25% of the workforce, ranked by hourly pay. The pay quartiles are then broken down by gender.



The representation of women, in the upper quartile is 62.02% (63.74% in 2021), in the upper middle quarter 72.13% (71.74% in 2021) in the lower middle 71.43% (67.96% in 2021) in the lower 87.15% (82.99% in 2021).

This data contributes to the trust's gender pay gap and will be an area of commitment and focus moving forward.

Analysis

There are a higher number of women employed in lower paid roles such as teaching assistants and cleaners. Whilst these roles typically attract women, consideration about increasing the number of male employees would assist in increasing some diversity in the workforce within the lower quarter pay.

There are more men in leadership roles than women despite only accounting for 27% of the overall workforce. Whilst we accept that this is systemic across both primary and secondary education in England* we are committed to enabling more women to develop into leadership roles should they choose to.

Data source: School leadership in England 2010 to 2020: characteristics and trends, April 2022

Actions for 2023

At Nova, we are committed to creating more diversity, addressing inequality and building a culture of **conscious inclusion**.

The results of our gender pay report will influence the development of our **People Transformation Strategy**, which is currently under development.

Our commitments to reducing the gender pay gap will include:

Diversity, equity and inclusion commitments

- Introducing the 'we invest' in people and well-being framework which will contribute to health checking any gender pay inequalities across the trust.
- Working with our Employee Engagement Working Groups to promote and address all areas of Diversity, Equity and Inclusion with a minimum 50% female membership.
- Set targets for an increase in under-represented groups in the upper quartile.
- Identify Diversity and Inclusion Champions, within schools, to embed equity in our organisation culture and to role model our commitment to our gender pay gap commitments.

Process commitments

- Refine our performance management process that ensures equity through a new approach Appraisal, focusing on development and growth for all colleagues.
- Defining talent management and succession planning processes to ensure fairness and equitable access to progression opportunities, across both men and women.
- Relaunch our induction and on-boarding process to ensure fairness across both men and women.

Reporting, review and scrutiny

- To produce in-year reporting to actively monitor and track progress.
- To ensure that reports are reviewed and scrutinised at relevant school and trust committees (e.g. LGBs).

Recruitment commitments

- Reviewing and report data relating to our candidate journey for attraction, recruitment and selection to identify areas for improvement.
- Target under-represented groups in relation to recruitment activity by seeking out diverse candidates.
- Require external agencies to provide diverse shortlists with the aim of 50% female short-listed candidates.
- By 1 September 2023, the trust to mandate **all** recruitment panels to be gender balanced.

Strategy commitments

- Development of a Diversity, Equity and Inclusion Strategy which embraces our commitment to reducing the gender pay gap.
- Improve access to senior positions, for women, by strengthening our pipeline for female leaders.

Training commitments

- Enhance training to ensure **all** recruiting managers, by 1 September 2023, have completed unconscious bias training to adopt a culture of conscious inclusion.

Declaration

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

Signed:



Ashfaq Rahman
Chief Executive Officer



Richard Flewitt
Chair of the Board of Trustees




Nova Education Trust

C09-C11
The Sir Colin Campbell Building
University of Nottingham Innovation Park
Triumph Road
Nottingham
NG7 2TU

 **0115 807 7777**

 **contact@novaeducationtrust.net**

 **www.novaeducationtrust.net**

Nova Education Trust is an exempt charitable company limited by guarantee, incorporated in England and Wales.
Registered company number: 07635510

