

Gender Pay Gap Report

Academic Year 2022/23

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

Registered company number: 07635510



Introduction

We are an employer who is ambitious for our staff. Our strategic plan focuses on our people being at the very heart of our vision and critical to our long-term success. It is our staff that make a difference to children's lives and so staff development and professional learning for both teaching and non-teaching roles are centre of our planning to make this a certainty.

As an education charity of 15 schools, as well as a teaching school that trains 61 teachers every year our mission is to deliver transformational education. A large number of our academies are located in areas of high socioeconomic disadvantage. A high-quality education is key to the futures of the pupils that we serve and we are a trust recognised regionally as a force for social mobility.

Nova Education Trust is covered by, and fully complies with, public sector regulations with legislation based on the snapshot date of 31 March for the relevant reporting year. We continue to recognise closing the gap as a long-term commitment for us and over this reporting period have continued to make positive progress.

We value and celebrate diversity and the unique contributions from all members of our community. To support this, we have made significant progress on the development of our People and Culture Strategy that wholeheartedly focusses on Equity, Diversity and Inclusion. In doing so, we remain committed to addressing our staff gender pay gap to ensure we support the fair treatment and reward of all staff irrespective of gender.

As we continue to play our part in removing the barriers to pay inequality, we are confident our gap is attributed to the roles in which men and women work and not from paying men and women differently for the same or equivalent work.

Further information about the trust's mission, vision and values and information about how the gender pay data has been calculated is provided in the supplementary pages (Appendix A).

I welcome all colleagues to review our continued commitment as outlined in this report.

Ashfaq Rahman
Chief Executive Officer

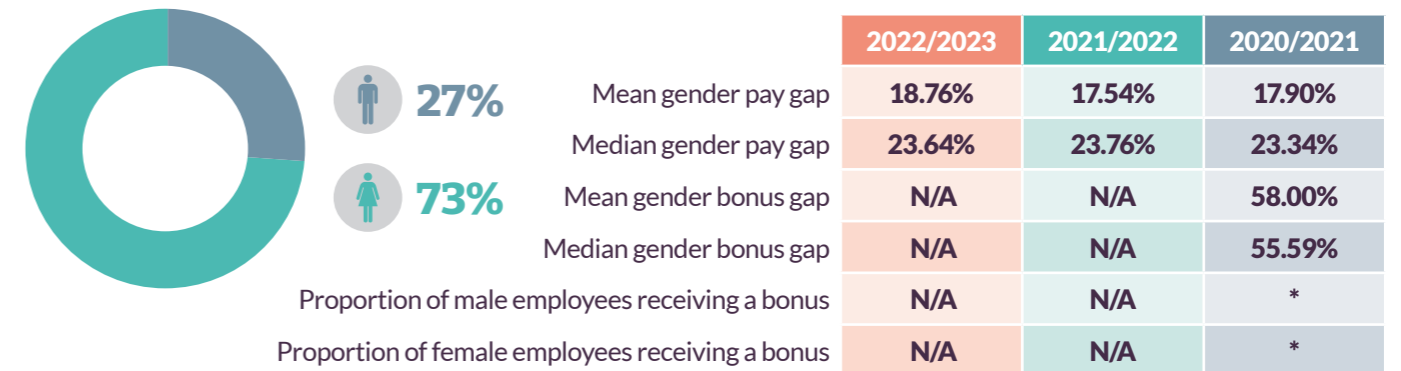


Our gender pay profile

The trust continues to employ a higher proportion of women to men with our percentages remaining in line with those reported last year; a ratio of almost 3:1. This also remains aligned to much of the education sector where women are a higher proportion of the overall population.

Overall split of employees at Nova Education Trust

Headline figures



* A small proportion of staff within the trust (1.28%) received a bonus as part of their employment Terms and Conditions between 01 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). Bonus payments ceased from all Terms and Conditions of employment in 2022.

Below, we illustrate how our women and men are distributed across the pay quartiles, as follows:

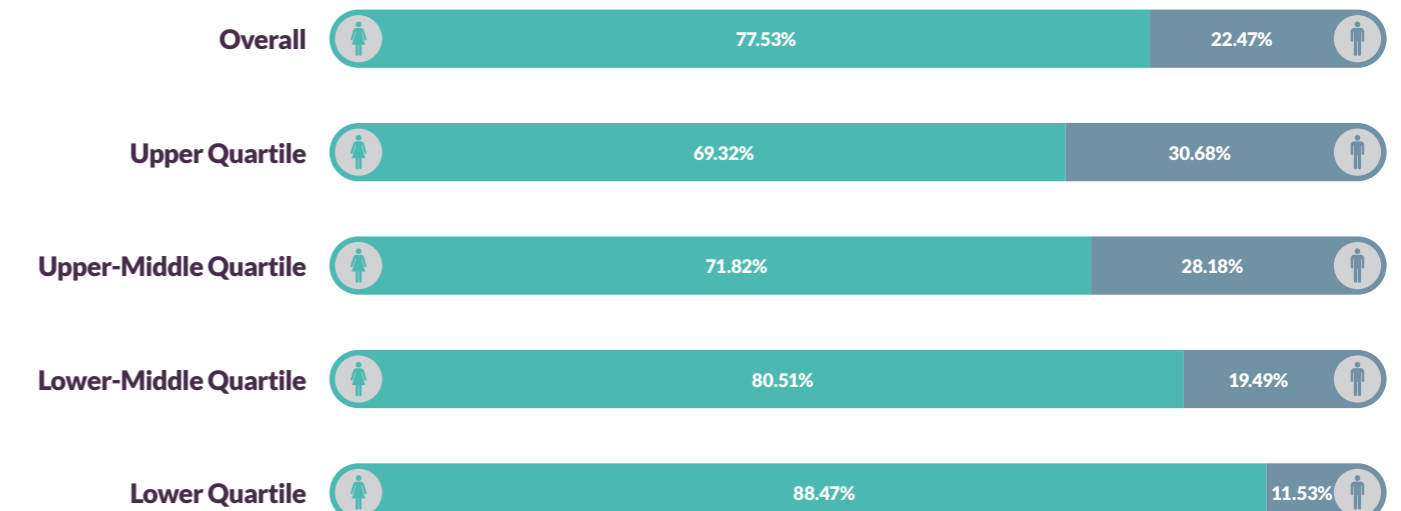
Gender percent of men and women employed per pay quartile in 2022/2023

Each quartile represents 25% of the workforce, ranked by hourly pay.

The pay quartiles are then broken down by gender.



Quartile	% of females	% of males
Upper	62%	38%
Upper-Middle	70%	30%
Lower-Middle	72%	28%
Lower	88%	12%
Total	73%	27%



Analysis

The findings show that the mean hourly rate for female employees was 18.76% lower than male employees. The median hourly rate for females was 23.64% lower than males. As the Median rate is more of an accurate measure of the gender gap than the mean, as identified by the Office for National Statistics, we feel positive our median gender pay gap for 2023 is lower by 0.12% than 2022. We attribute this to the actions we continually take to fairly treat and reward staff irrespective of gender.

Females are the dominant workforce across all four of the pay quartiles in the trust:

- 62.23% of senior leadership roles are fulfilled by women across our schools and the Central Team compared to the overall number of women in the organisation (73%).
- We also have a well-represented female workforce in the upper-mid (70%) and lower-mid quartiles (72%) aligning with our overall female population.
- The lower quartile is mostly women at 88%.
- The lower quartiles are predominantly made up of females in lower paid roles such as Midday, Administration and Teaching Assistant roles.

We are pleased to recognise that in the combined upper and upper-mid quartiles the median Gender Pay Gap is 6.44% whereas the pay gap for the combined lower and lower mid is 18.23%.

Whilst we do encourage applications from both genders to all our roles those in the lower quartiles do, stereotypically across the education sector, attract less applications from males.

We are confident we pay men and women equally for the same or equivalent work. We therefore believe the gender gap is the result of the roles in which men and women work within the organisation and the salaries that these roles pay which are aligned to nationally agreed pay frameworks. For example, the median pay rate for a female in teaching within Nova is £25.85 per hour whereas the median pay rate for a female support colleague is £11.84 per hour.

The table below shows the gender pay gaps for the two different groups of colleagues within teaching and support, which is newly reported for this year, and provides further insight into our gender pay position:

	Support	Teaching
Gender pay gap mean as at 31 March 2023	16.63%	5.14%
Gender pay gap median as at 31 March 2023	16.09%	0.00%

Actions taken 2022–23

Our actions towards reducing the gender pay gap over the last year are part of a wider ongoing drive for equity, diversity, and inclusion for all colleagues across our whole family of schools.

So far, we have:

- Continued to show salary ranges on offer for a role to encourage women to negotiate their salary and to assist applicants to know what they can reasonably expect.
- Continued to use structured interviews that ask the same questions of all candidates in a predetermined order and format.
- Replaced appraisals with a new, more inclusive, **Development and Growth** framework for all colleagues and decoupled from teachers’ pay progression. This means everyone has access to quality conversations about their personal and professional development and pay awards are automatic (within pay bands) unless there are performance concerns.
- We support equality of opportunity providing every trust senior leader access to a professional coach.
- Improved access to senior positions for women by strengthening our pipeline for female leaders:
 - Three cohorts have completed our **Internal Senior Leadership Programme** with near to 60% female participants.
 - Near 60% of all enrolment for the NPQ Headship have also been women.
- Piloted a new talent management and succession planning framework in four schools –providing more structure and rigour to talent management and succession planning conversations.
- Conducted People and Culture focus groups with 16% of all Nova colleagues, made up of representation from all schools across the trust. This is to enable everyone to influence our strategic commitment to wellbeing and engagement, diversity and inclusion, development and growth, attraction recruitment and onboarding over the next 3-5 years.
- Ensured that every school in the trust and the Central Team have Employee Engagement Working Groups, with equal male and female representation, who can directly influence trust plans for wellbeing and engagement.
- Introduced a robust process for senior leader recruitment. This includes the use of a Psychometric profiling tool to ensure our selection decisions are based on skills and competencies and not based on gender stereotypes.

Objectives for 2024–27

We will continue to underpin a culture of fairness and equity across the trust through the following core objectives:

Drive consciously inclusive decisions, behaviours and practices in everything we do, though our commitments within our People and Culture Strategy.

The launch of a new people metrics tool which reports accurate data driven insights about our workforce with the inclusion of gender reporting data.

Set stretching organisational targets and measures for improvement in a range of Equity, Diversity and Inclusion factors including the reduction of our gender pay gap to be articulated in our new Equality Information and Objectives Policy (due to be published September 2024).

Continue to embed frameworks such as Development and Growth and Talent and Succession Planning. This will ensure that every colleague has regular check ins and quality conversations with their leader and equal opportunities for personal and professional development.

Explore the introduction of a trust wide Steering Group that hosts ED&I Champions to monitor talent management and recruitment processes.

Develop a career pathway framework for female colleagues in term-time-only roles.

Develop a recruitment strategy with targeted outreach of male colleagues into education.

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:

A. Rahman

Ashfaq Rahman
Chief Executive Officer

M Monckton

Margaret Monckton
Chair of the Board of Trustees



Appendix A

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?

A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the

requirement that people are paid equally for the same jobs, similar jobs or work of equal value. We are confident that men and women all receive equal pay for equal work.

The gender pay gap requires us to report on male and female employees only. We are required to report our figures on a yearly basis, clearly demonstrating how large the pay gap is between male and female employees. 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 the 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.




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

