

Gender Pay Gap Report 2017

Nova Education Trust



The Directors and leadership of the Nova Education Trust welcome the introduction of national gender pay reporting.

This process has provided the impetus to begin a systemic review of pay equality and opportunity within the Nova Education Trust with the clear aim of eliminating the gender pay gap and potential associated career limitations wherever possible. In addition, the trust does not accept reducing the gender pay gap to the national figures as an acceptable end point for this process and will endeavour to move to a neutral position as its ultimate aim.

As all our posts are aligned to nationally-agreed pay scales, there is no structural reason for any discrepancy between male and female pay within the bands for the same roles.

In light of this, we need to review how processes, roles, operational decisions and expectations within trust institutions may be generating gender pay gaps within our neutral pay structure.

This year's report has identified three key areas for further investigation, review and development, particularly in light of the far narrower gap of 4% amongst our teaching staff and school leadership teams.

Whilst that 4% gap amongst teachers and school leadership teams is a pleasing starting point for the stated aim of eliminating any gender pay gap, it does serve to highlight the wider gap experienced by colleagues in Educational Operational Support and senior trust positions.

We are required to publish the results on our own website and the government website. We will do this by 30 March 2018.

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.

This report reflects the position of the trust on 31 March 2017. At that time, the trust had six schools and 606 employees.

The trust has significantly expanded since then with 13 schools and 1,552 employees. We will be undertaking further reporting on gender pay during the 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.

A handwritten signature in black ink, appearing to read "John Tomasevic".

John Tomasevic
Chief Executive Officer

A handwritten signature in black ink, appearing to read "John Mills".

John Mills
Chairman of the Board of Directors

We aim to further explore and address the following areas:

1. GENDER PAY GAP IN THE LOWEST TWO QUANTILES

Aim

The trust will explore how we can address the gender pay gap in the lowest two quartiles, with particular reference to part-time staff in catering, cleaning and student supervision roles.

Context

The majority of our staff in the lower pay quartiles are female. The roles in these quartiles generally offer part-time or term-time contracts. This significantly impacts on the gap between male and female average hourly rates of pay.

Professional development is a cornerstone of our teaching staff entitlement. It is a process that breaks down barriers in regards to transparent equal opportunities for all staff, regardless of gender, ethnicity, disability or sexual orientation.

We will review CPD entitlement for roles within the lower quartiles with the aim of enable these colleagues in these positions to access pay progression through professional growth.

2. DECLINE IN FEMALE REPRESENTATION

Aim

The trust will explore the decline in female representation through the four quartiles with particular reference to career progression inhibitors and institutionalised bias.

Context

The proportion of male and female colleagues in the upper quartile pay bands shows that whilst we have a higher proportion of women in the higher paid roles than men, this figure declines over the four quartiles.

This potentially indicates that female colleagues progress through the organisation at a slower rate or in reduced numbers than their male counterparts and therefore receive reduced levels of remuneration over the course of their careers.

We will look at strategies at both trust- and school-level to ensure the equality of opportunity in the preparation, training and recruitment of future senior leadership-level posts.

3. BONUS GENDER PAY GAP

Aim

The trust will work to understand the gap in bonus payments and review processes as necessary in light of the findings.

Context

The bonus figures in this report relate to six employees. A significant increase in staff receiving bonus payments will be taken into account when exploring this area of the gender pay gap reporting.

Our data

We are, as 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.



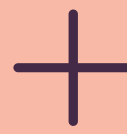
Mean gender pay gap

Across the trust the difference between the mean hourly pay of full-pay men and women is **23%**. The mean national average pay gap is **18.1%**.



Median gender pay gap

Across the trust the difference between the median pay of full-pay men and women is **32%**. The median national average pay gap is **23%**.



Bonus payments

The proportion of men and women who received bonus payment within the snap shot dates is **2%** of male employees and **0.7%** 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 **58%**. The bonus payments national average gap is **48.8%**.



Median bonus gender pay gap

The difference between the median bonus pay of men and women across the trust is **66%**.



Proportion of males and females in each pay quartile

Lower: **15%** male, **85%** female
 Lower-middle: **21%** male, **79%** female
 Upper-middle: **26%** male, **74%** female
 Upper: **34%** male, **66%** female

Overall trust headlines

Hourly pay gap

23%
32%

■ Mean
■ Median

Bonus pay gap

58%
66%

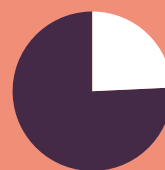
■ Mean
■ Median

Percentage of staff receiving bonuses

2%
0.7%

■ Male
■ Female

Proportion of workforce



■ Male
■ Female

Proportion of workforce split into quartiles

