

GENDER PAY GAP REPORT 2018

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.

This has been a significant period of change for the trust and the addition of seven new schools over the course of the reporting period has made it challenging for us to make progress towards our aim of reducing and eventually eliminating our Gender Pay Gap. As we move into a more stable period, we hope to be able to see the impact of strategies that have been implemented to help with this aim.

However, during this period of growth, we have been able to maintain our mean GPG and see a slight reduction in the median GDG. The proportion of staff receiving a bonus has remained constant, however there has been a significant decrease in the gap of mean bonus pay and the median bonus figure, which is now in favour of female staff.

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 more than 3:1. The proportion of female staff is higher in the lowest quartile and reduces through the quartiles—whilst we consider that this reflects our sector, with many term-time-only and part-time roles being occupied by female staff, 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 2019.

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 trust has increased significantly in size with an additional seven schools joining. This period of growth has taken our staffing number from 606 to 946 at the time of this report.

This report reflects the position of the trust on 31 March 2018. Since that date the trust has continued to expand with the addition of a further two schools and approximately 300 staff. 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.

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 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 **23.9%**. The mean national average pay gap is **17.1%**.



Median gender pay gap

Across the trust the difference between the median pay of full-pay men and women is **30.3%**. The median national average pay gap is **17.9%**.



Bonus payments

The proportion of men and women who received bonus payment within the snapshot dates is **3%** of male employees and **0.6%** 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 **10.1%**.



Median bonus gender pay gap

The difference between the median bonus pay of men and women across the trust is **5.8%** in favour of female staff.



Proportion of males and females in each pay quartile

Lower: **13%** male, **87%** female
 Lower-middle: **22%** male, **78%** female
 Upper-middle: **27%** male, **73%** female
 Upper: **37%** male, **63%** female

REVIEW OF THE 2017 REPORT

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

1. Narrowing the gender pay gap in the lowest two quartiles

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.

ACTION

As part of an introduction of a new national pay framework, the trust has determined to set starting pay rates higher than the national living wage for permanent staff and the national living wage for temporary staff.

This change will raise the pay of our lowest paid workers who are predominantly female and narrow the gap in the lowest two quartiles.

Once this new pay award has been implemented, we will report in the impact.

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.

ACTION

The trust identified this area as a key priority last year and has invested heavily in providing three training pipelines for staff in the upper two quartiles. This training has in part been focused on reducing declining representation of women within the senior educational positions.

This declining representation is the largest factor in the pay gap in those quartiles as salaries are calculated using a national formula.

The pipeline took the form of three distinct training programmes focusing on middle leaders, senior leaders and current and aspiring head teachers.

Female representation on each course was monitored to ensure equality of opportunity and protect against institutional bias.

Headship Training: Male 43%, Female 57%, 14 delegates
Senior Leadership: Male 48%, Female 52%, 29 delegates
Middle Leadership: Male 29%, Female 71%, 14 delegates

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.

ACTION

The bonus figures in the 2017 report relate to six employees. A significant increase in staff receiving bonus payments has narrowed the gap in the last year, particularly in relation to the median gap.

The trust will continue to review the use of bonus payments and how they are set, applied and calculated based on responsibility over the coming year.

NARROWING THE GENDER PAY GAP IN 2019

We aim to address the following areas in response to the 2018 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.

New initiatives

1. Narrowing the Gender Pay Gap through widening 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 in the Nova Education Trust.

2. Training for Managers

AIM

As part of a wider agenda of on-going training for managers within the trust, we will look to incorporate sessions on Gender Pay and Diversity.

CONTEXT

This aim will contribute to the widening of staff engagement by providing training for those staff involved in recruitment, staff management and internal succession planning. We will look to tackle issues like unconscious bias within the workplace and provide guidance on improvements to current working practices.

Continuing initiatives

3. Narrowing the gender pay gap in the lowest two quartiles

AIM

The trust will explore how to build on the small gains made in the gender pay gap in the lowest two quartiles, with particular reference to part-time staff in catering, cleaning and student supervision roles.

CONTEXT

Changes to national pay scales have provided the trust with the opportunity to increase the hourly rate of our lowest paid workers, 87% of whom are women.

We will review this increase over the coming year, monitoring its impact on staff retention and recruitment.

4. Decline in female representation

AIM

The trust will continue to explore the decline in female representation through the four quartiles with particular

reference to career progression through targeted and open training opportunities that create a 'Female Pipeline' (DfE nomenclature).

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.

The gender balance of the training programmes for middle and senior leaders along with aspirant and current head teachers reflected the trust's focus on narrowing gender imbalance in these areas of operation. We will continue to use this mechanism to provide a clear professional pathway for women in the organisation wish to explore these senior roles.

5. Bonus gender pay gap

AIM

The trust will continue to work towards narrowing the gap in bonus payments and continue monitor and review processes as necessary in light of the findings.

CONTEXT

The bonus figures in the 2017 report relate to six employees. A significant increase in staff receiving bonus payments has narrowed the gap in the last year, particularly in relation to the median gap.

The trust will continue to review the use of bonus payments and how they are set, applied and calculated based on responsibility over the coming year.