

GENDER PAY GAP REPORT 2019

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.

During this reporting period, our 14th and 15th schools joined the trust increasing our staffing numbers by over 200 teachers and support staff. Even with this addition of staff our initiatives put in place have seen a reduction of both the mean and median gender pay gaps of 2.3% and 1.7% respectively.

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 with 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 remains higher in the lowest quartile and reduces through the quartiles. We feel that this reflects our industry, with many term-time only and part time roles being occupied by female staff, but do not regard this as a barrier to narrowing the gap. During this period, we have seen an increase in the proportion of female staff in the upper quartile of 4%.

We are required to publish the results on our own website and the government website. We will do this by 30 March 2020.

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 added an additional two schools increasing our staffing levels from 946 to 1,153 at the time of this report.

This report reflects the position of the trust on 31 March 2019. The trust has had a period of stability since that date with no additional schools joining the trust. However, several of our schools have seen significant increases to pupil numbers, and staffing levels, since that time. 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 **21.6%**. The mean national average pay gap is **16.2%**.



Median gender pay gap

Across the trust the difference between the median pay of full-pay men and women is **28.6%**. The median national average pay gap is **17.3%**.



Bonus payments

The proportion of men and women who received bonus payment within the snap shot dates is **4%** of male employees and **0.8%** 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 **37.2%**.



Median bonus gender pay gap

The difference between the median bonus pay of men and women across the trust is **58.9%**.



Proportion of males and females in each pay quartile

Lower: **13%** male, **87%** female
 Lower-middle: **21%** male, **79%** female
 Upper-middle: **34%** male, **66%** female
 Upper: **33%** male, **67%** female

REVIEW OF THE 2018 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 has been formed of staff from various levels of the organisation. This group has initially focussed on our recruitment procedures to ensure that best practice is followed trust-wide.

They have also begun to explore the impact of unintentional bias in this process and identify ways to address this.

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.

ACTION

We have conducted full training for Heads of School and Business Managers on all aspects of HR including pay and equality. This training will now be rolled out to senior and middle managers within individual schools.

NARROWING THE GENDER PAY GAP IN 2020

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.

New initiatives

Salary ranges in job adverts

AIM

To review all job adverts to ensure that where roles have a salary range the full details are included clearly on the application information.

CONTEXT

Research has shown that women are less likely to negotiate their pay than their male counterparts. A possible reason for this is that women can be put off if they are not sure what a reasonable offer is. Clearly including the minimum and maximum salary range available, and details of pro rata pay, can help the applicant to know what they can reasonably request.

Shortlisting

AIM

To include more than one woman on each shortlist, where possible, for all senior roles.

CONTEXT

Evidence has shown that shortlists with only one woman do not increase the chance of a woman being appointed to a role. We will investigate the possibility of introducing a mechanism or expectation to include more than one woman in all shortlists, for senior positions, where the number of applicants meeting the essential criteria allows this.

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.

Maternity/Paternity/Adoption and Shared Parental Leave

AIM

To provide both male and female parents with information on their entitlement to maternity/paternity/adoption and

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 the uptake of shared parental leave and flexible working with male staff.