



Gender Pay Gap Report

Academic Year 2023/24

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

Registered company number: 07635510



Introduction

Nova Education Trust are an employer required by law to undertake gender pay gap reporting in order to show the pay gap between our male and female employees. This is our report for the snapshot date 31 March 2024.

We continue to recognise closing the gap as a commitment for us however in doing so, we are confident our gap reflects workforce composition rather than pay inequalities between men and women undertaking the same roles and carrying out the same work. We are also pleased to report that female colleagues hold 59.8% of senior leadership positions within our organisation.

We have made progress in our 2024–2027 objectives over the past year and have provided a summary of those actions in this report which includes mechanisms to nurture female talent and promote career growth to the upper pay quartiles through Development and Growth; a core pillar within our People and Culture Strategy.

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 outlined within this report.

A. Rahman

Ashfaq Rahman

Chief Executive Officer

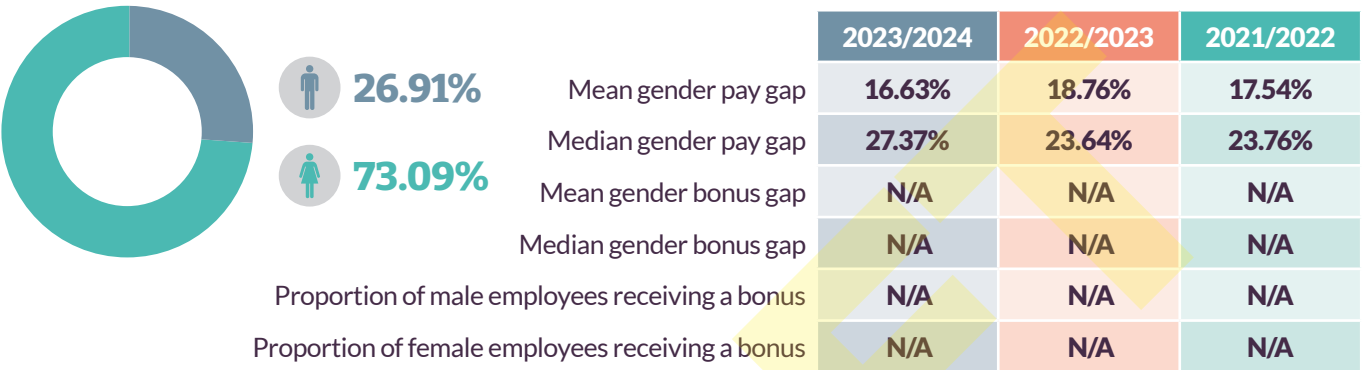


Our gender pay profile

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



Nova Education Trust does not make any bonus payments to any grade within the organisation, therefore making the following statutory reporting non-applicable:

- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay

There are currently no plans for Nova Education Trust to implement a bonus related pay scheme.

Gender percent of men and women employed per pay quartile in 2023/2024

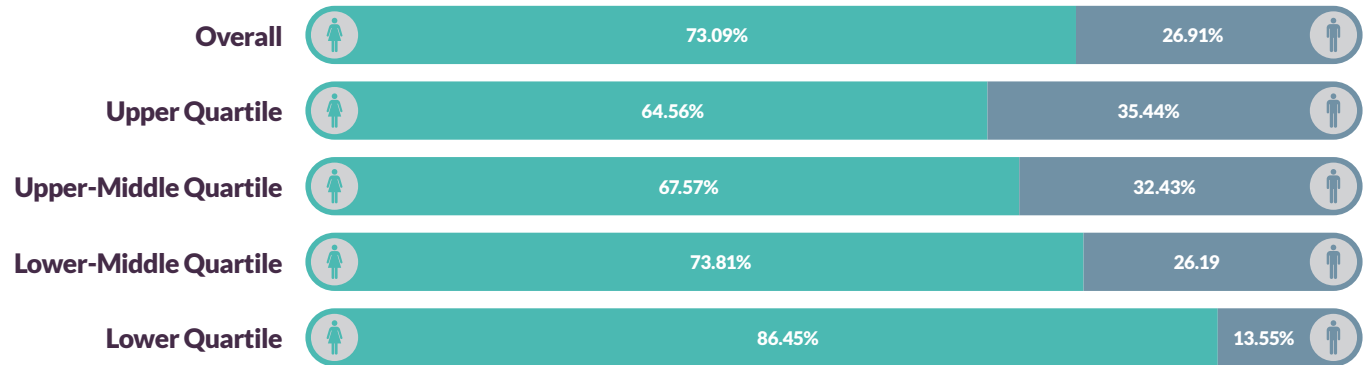
Below, we illustrate how our women and men are distributed across the pay quartiles, as follows:

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	64.56%	35.44%
Upper-Middle	67.57%	32.43%
Lower-Middle	73.81%	26.19%
Lower	86.45%	13.55%
Total	73.09%	26.91%



Analysis

The findings reveal that the mean hourly rate for female employees is 16.63% lower than that of male employees; an improved position of **2.13%** on last year. Furthermore, the median hourly wage for females is 27.37% lower than for males.

Over the past four years, there has been little change in the gender distribution within each pay quartile which contributes to our sustained reporting over the years. Females constitute the majority of the workforce across all four pay quartiles which is typical of the education sector*.

We believe that this contributes to the pay gap, as the lower quartiles are predominantly made up of women in lower-paid positions such as midday supervisors, administrators, and teaching assistants. Most individuals in these roles, with the exception of caretakers, are female. This trend may also stem from the part-time, term-time nature of these roles.

Currently, women hold 59.8% of senior leadership roles across our schools, compared to 73% of Nova's workforce being female. Additionally, we have a well-represented female workforce in the upper-middle (67.57%) and lower-middle (73.83%) quartiles. The lower quartile consists mostly of women, at 86.45% however again is typical of the sector.

We have analysed the data across the trust and are pleased to see that most individual schools have made progress in narrowing the gap. Interestingly, in those schools where the mean gap has increased (in just 3 of our 15 schools), the data suggests this often aligns with the replacement of senior positions by male colleagues. This presents an opportunity for us to further explore how we can encourage leadership diversity across all of our schools.

We are confident the overall gender pay gap reflects workforce composition rather than pay inequalities between men and women undertaking the same roles and carrying out the same work. All Nova colleagues are paid in line with national agreed pay scales for teaching and support which align with the burgundy and green books respectively. Whilst that is the case, it is however possible to continue to have a gender pay gap where small changes in a predominantly female workforce can have a significant impact.

The majority of gender pay differences can be explained by the following:

- **Role Type** — Our workforce is predominantly female, but the proportion of women in support roles is higher than in teaching roles (53.33% support and 46.66% teaching) where the average salary for support roles is lower.

- **Pay Factors** — Support staff pay increments are lower than teachers, pay bands for support roles are narrower, and over recent years teacher pay awards have exceeded support staff pay awards.
- **Working Pattern** — Women in the UK are in general more likely to be working part-time than men**, and part time roles are generally more common in the lower pay quartiles. The trust has as far as possible sought to facilitate flexible and part time working, in particular through the upper pay quartiles.

* In England, the teaching workforce is made up of **76% women** as of 2023/24.

** **38% of women in employment work part-time compared to 14% of men** (December 2023).

Progress

From our overall commitments towards this agenda as outlined in last year's Gender Pay Gap Report (GPGR), **these are the actions we have taken and continue to work to:**

- Actively committed to introducing The We Invest in People and Wellbeing Frameworks.
- Continue to work to our People and Culture commitments for the 2024/2025 academic year including the development of a Values and Behaviours framework for recruitment and selection purposes.
- Decoupled pay progression from our appraisal system to ensure an automatic entitlement, regardless of gender.
- Continued to embed our new Development and Growth Framework to promote career growth into the upper pay quartiles.
- Reviewed our talent and succession mapping process with the aim to identify and nurture female talent.
- Improved our People Metric reporting to better determine the application of fair and equitable processes, including our gender reporting data.
- Provided Coaching and Mentoring opportunities to promote career pathways in colleagues.
- We continue to promote Employee Engagement Working Groups which provide a platform for women to share experiences, seek support, and advocate for change whilst shaping the trust's commitment to diversity, equity and inclusion.
- Continue to improve access to senior positions for women by strengthening our pipeline for female leaders through our **Internal Senior Leadership Programme**.

Objectives for 2025–27

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 and 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 Qualities 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.
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