

GENDER PAY GAP REPORT 2021

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 provides education for over 10,000 learners.

The trust has continued to implement different initiatives during the previous twelve months to work towards closing the gender pay gap. The mean gender pay gap for the year ending 31 March 2021 was 17.90% (16.82%, 2020) and the median gender pay gap for the year ending 31 March 2021 was 23.34% (15.54%, 2020).

Although staffing levels on the snapshot date in 2021 are similar to those in 2020, there has been an increase in both the number and percentage of female representation in the upper and upper-mid pay quartiles.

The trust employs a higher proportion of female staff to male, with a ratio of 3:1. This ratio is broadly reflected in both the upper-mid and lower-mid quartiles in terms of the proportion of males and females employed by the trust. The female representation, however, in the upper quartile is 63.98% (63.07%, 2020) and 83.60% (82.09%, 2020) in the lower quartile. This data contributes to the trust's gender pay gap and will be an area of commitment and focus moving forward.

Only a small proportion of staff within the trust (1.28%) receive a bonus as part of their employment terms and conditions. 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).

The trust continues to adopt the nationally agreed pay scales for the majority of teaching and support roles. This reduces the potential for discrepancy between male and female pay within bands for the same role. The trust, however, does recognise the risk of gender bias, even within national pay structures, and therefore this remains an area of focus moving forward.

We are required to publish the results on our own website and the government website. We will do this by 4th October 2021.

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 staffing levels have remained constant with no further schools joining the trust.

This report reflects the position of the trust on 31 March 2021.

We are committed to ensuring the actions identified within this report are implemented to ensure that the gender pay gap, which currently exists, narrows. We will work to achieve this by continuing to monitor both data and progress made on actions, throughout the year.

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.

Ashfaq Rahman
Chief Executive Officer

Richard Flewitt
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 **17.90%**. The mean national average pay gap is **14.60%**.



Median gender pay gap

Across the trust the difference between the median pay of full-pay men and women is **23.34%**. The median national average pay gap is **15.50%**.



Bonus payments

The proportion of men and women who received bonus payment within the snapshot dates is **3.39%** of male employees and **0.54%** 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 **58.00%**.



Median bonus gender pay gap

The difference between the median bonus pay of men and women across the trust is **55.59%**.



Proportion of males and females in each pay quartile

Lower: **18.14%** male, **81.86%** female
 Lower-middle: **23.64%** male, **76.36%** female
 Upper-middle: **27.47%** male, **72.53%** female
 Upper: **36.07%** male, **63.93%** female

REVIEW OF THE 2020 REPORT

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

Transparency to promotion

AIM

To ensure that processes for internal promotions, including selection methods and criteria, are transparent and available to all staff.

ACTION

Progress has been made in developing policies and processes in relation to internal promotion and progression opportunities. Further developments are required to ensure that all employees are fully aware and understand opportunities for progression.

CPD for all staff

AIM

To ensure that CPD opportunities are made available to all staff and a career pathway is implemented.

ACTION

CPD opportunities are widely promoted and consideration is given to the timing of activities. This is to enable those who work on hours less than full time staff to attend, and where this is not feasible, to put catch up arrangements in place where appropriate.

Maternity/Paternity/Adoption and Shared Parental Leave

AIM

To ensure that shared parental leave and flexible working opportunities are made available to both male and female employees.

ACTION

Progress has been made by raising awareness amongst both male and female employees in terms of parental leave and flexible working, to ensure they are accessible to all. Further developments are required to ensure that all employees are fully aware and understand their entitlements.

NARROWING THE GENDER PAY GAP IN 2022

We aim to address the following areas in response to the 2021 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.

Initiatives

Transparency to promotion

AIM

To ensure that processes for internal promotions, including selection methods and criteria, are transparent and available to all staff.

CONTEXT

Progress has been made in developing policies and processes in relation to internal promotion and progression opportunities. Further developments are required to ensure that all employees are fully aware and understand opportunities for progression.

Maternity/Paternity/Adoption and Shared Parental Leave

AIM

To ensure that shared parental leave and flexible working opportunities are made available to both male and female employees.

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 more male staff to engage with shared parental leave and flexible working.

Enhanced Gender Pay Gap reporting

AIM

To produce gender pay gap reports for individual schools within the trust.

CONTEXT

Individual gender pay gap reports will be provided to each school within the trust. These reports will allow for data to be analysed and scrutinised at both trust- and school-level. The reports will also allow for individualised target-driven action plans to close any pay gaps identified.

Recruitment training

AIM

To raise awareness of gender pay gap and the notion of unconscious bias within recruitment processes.

CONTEXT

Training initiatives will be developed to raise the awareness within the recruitment cycle. It is anticipated a greater awareness and understanding, particularly for recruiting managers, will reduce the potential for unconscious bias.