



Gender Pay Gap Report

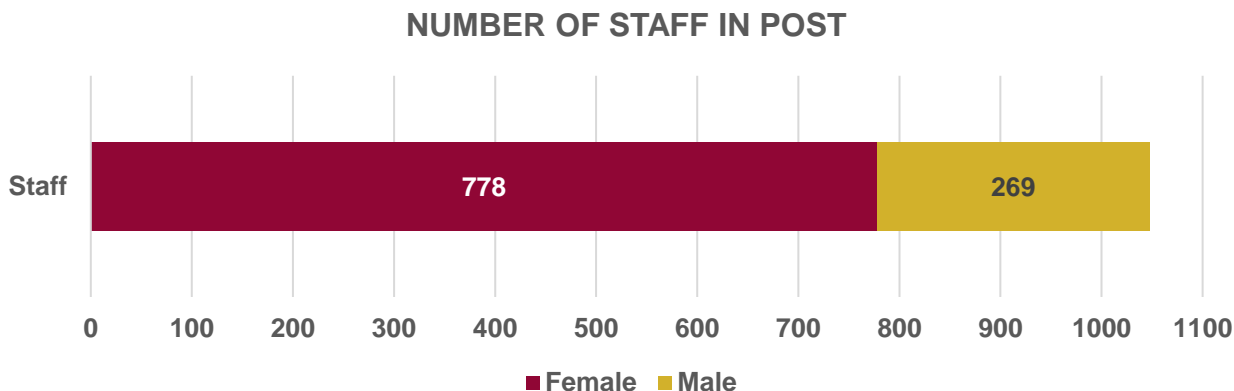
March 2018

Gender Pay Gap Report 2018

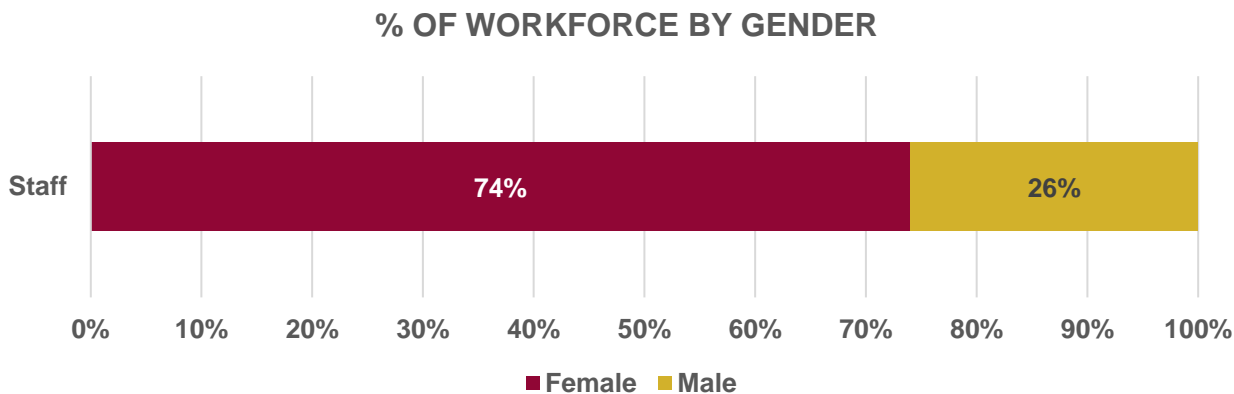
The Diverse Academies Learning Partnership educates almost 8,300 pupils and employs over 1,000 members of staff across 14 academies within Nottinghamshire and Lincolnshire.

We are required by law to publish an annual 'gender pay gap report'. This report details a snapshot of our organisation's gender pay data as of 31 March 2017.

We have paid 1,047 members of staff:



Our gender balance:



Mean gender pay gap



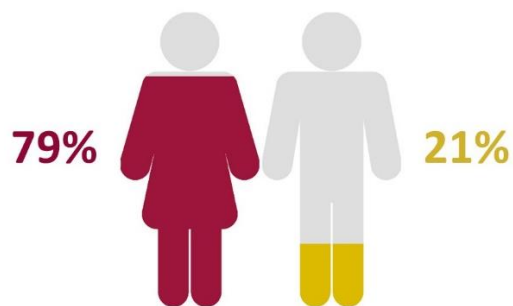
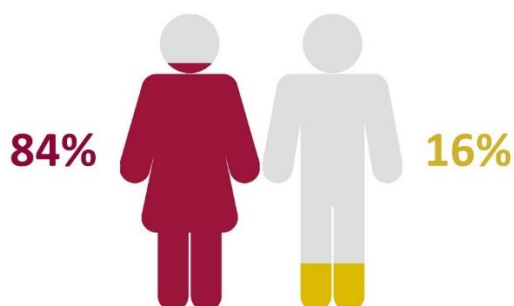
Median gender pay gap



Pay quartiles by gender

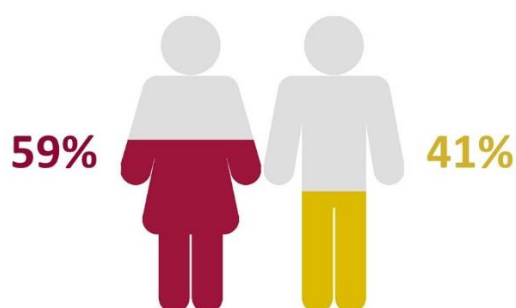
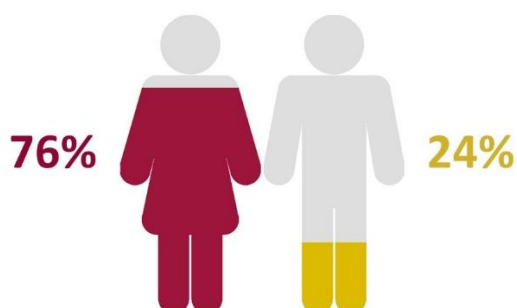
Band A – includes all employees whose standard hourly rate places them at or below the lower quartile

Band B – includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



Band C – includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Band D – includes all employees whose standard hourly rate places them above the upper quartile



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. At the Diverse Academies, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our gender pay gap is the result of the roles in which men and women work within our organisation and the salaries that these roles attract.

What will we do to address the gender pay gap?

- Review our approach to recruitment and selection
- Support a culture of flexible and 'family friendly' working
- Support parents

None of these initiatives will, in itself, remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, we are committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making.

Furthermore, we plan to extend our processes of evidence-gathering to include qualitative data. We will do this through a consultation exercise, across all areas and levels of the organisation, to identify the barriers (and the drivers) for women employees. Any further initiatives launched throughout the year will be reported on the [Diverse Academies website](#).

Debbie Clinton, Acting CEO
March 2018

John Rolph, Chair of Board
March 2018