

Gender Pay Gap Report and Action Plan | March 2019

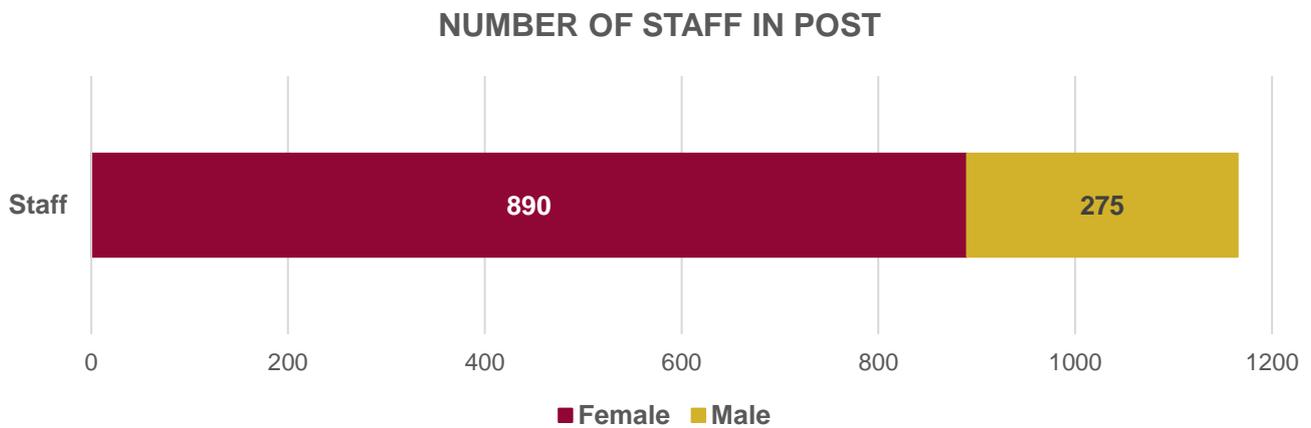


Excellent teaching | Exceptional care | Outstanding performance

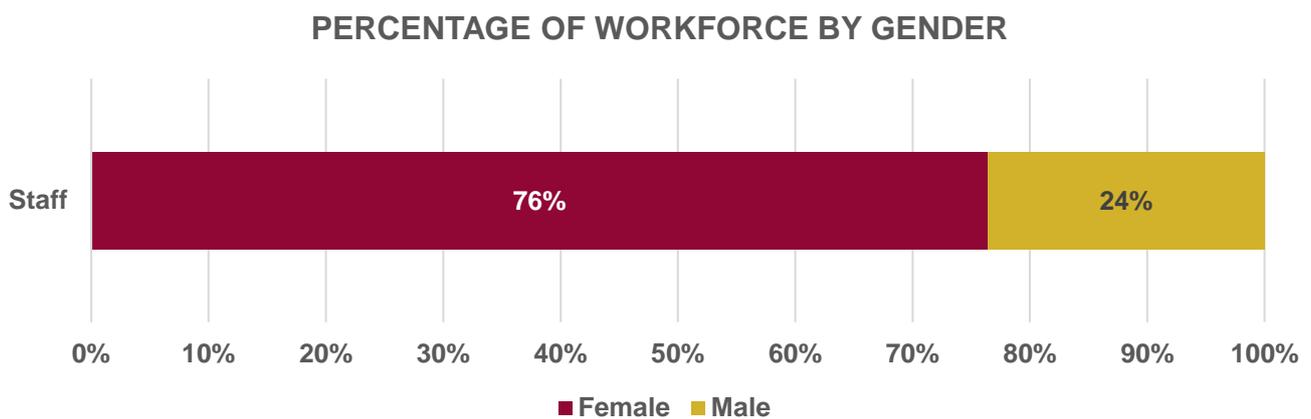
Introduction

Diverse Academies Learning Partnership educates almost 8,500 students 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 2018.

We have paid 1,165 members of staff:



Our gender balance is:



Our gender pay gap results

Mean gender pay gap in hourly pay

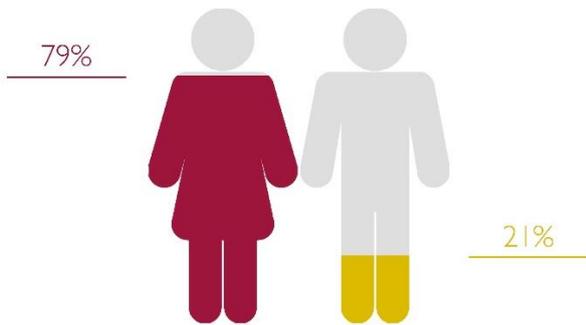
22%

Median gender pay gap in hourly pay

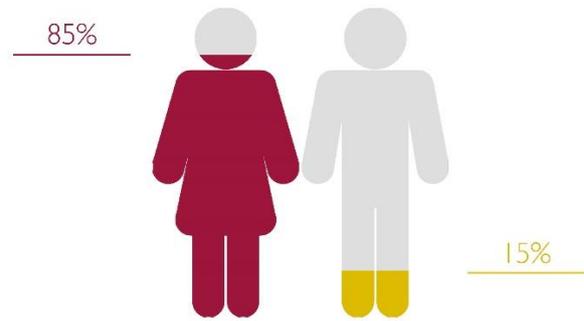
39%

Percentage pay quartiles by gender

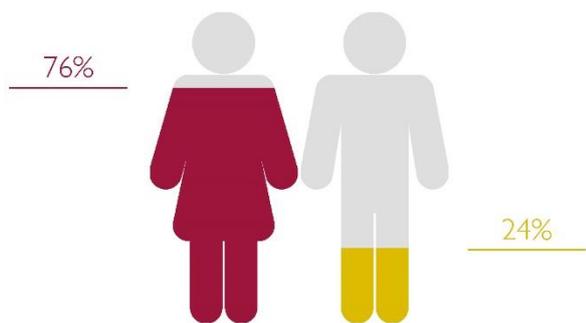
Band A – includes all employees whose standard hourly rate places them at or below the lower quartile



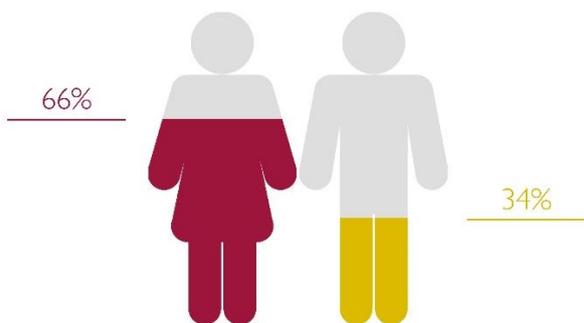
Band B – includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



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



General causes of gender pay gap

The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. At 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.

The causes of the gender pay gap are complex and can be overlapping, but here are some of the factors:

- Girls often do well at school, but female employees are found concentrated in employment sectors that offer narrower scope for financial reward. Conversely, many of the highest paid sectors are disproportionately made up of male employees.
- The difference in years of experience of full-time work – or the negative effect on wages of having previously worked part-time or of having taken time out of the labour market to look after family.
- Unconscious stereotyping, with assumptions about women not wanting to accept promotion, or not being in a position to do so, particularly where they have caring responsibilities. Nationally women, make up 47% of the workforce but only 35% of managers, directors and senior officials.

Addressing the gender pay gap

To create a gender pay gap information and action plan, there are benefits in including a range of people to help improve objectivity of the analysis. Members of the Diverse Academies pay gap team include:

- HR director/HR managers/payroll lead – who can operate the staff database; have knowledge of relevant pay and grading arrangements and how these have changed over time; and have access to the payroll information needed
- At least one member of the trust board, with expertise on the topic of equality and diversity, and who has background information about patterns of gender inequality in the sector
- Executive educational leaders

Action plan

Reason	Action	By who	By when
Flexible working	<p>Use the flexible working policy to recruit, retain and motivate staff – with specific focus on teachers returning from maternity leave.</p> <p>Think creatively about how work is organised and think about the different potential arrangements.</p> <p>Encourage flexible approaches to work at all levels of the organisation.</p>	HR Manager	Termly review
Pay/pay scales	Look at the impact of inflationary pay stretch	HR Manager / Director of HR	Annual review
Recruitment and retention	<p>All adverts to include a statement of consideration of a variety of flexible working arrangements</p> <p>Consider recruiting people returning from caring breaks by putting in place returner programmes with ongoing support and offer meaningful work at all levels.</p> <p>Remove bias from our processes by using gender neutral language in job adverts, structured scoring systems and skills based tests</p> <p>Encourage take up of Shared Parental Leave by sharing the policy, simple guidance and employee examples with all our staff.</p> <p>Maintain regular contact with staff on parental leave or career breaks and promote the use of 'keep in touch' days</p>	HR Manager	Termly review
Career progression and talent management	<p>Create a staff network to identify barriers to progression</p> <p>Encourage both Teaching and Support staff at all levels to participate in both formal and informal training</p> <p>Encourage the uptake of formal CPD and on the job training opportunities including part time staff</p> <p>Ensure there is fair access to developmental opportunities</p> <p>Encourage staff to use established talent management pathways for all staff</p> <p>Recognise and reward achievements for all staff</p>	Wellbeing Team Network Group (TNG) / HR Manager / Business Development Manager	Annual review

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.



Chris Pickering, Chief Executive Officer
March 2019



John Rolph, Chair of Board
March 2019