

# Gender Pay Gap Report and Action Plan

March 2021

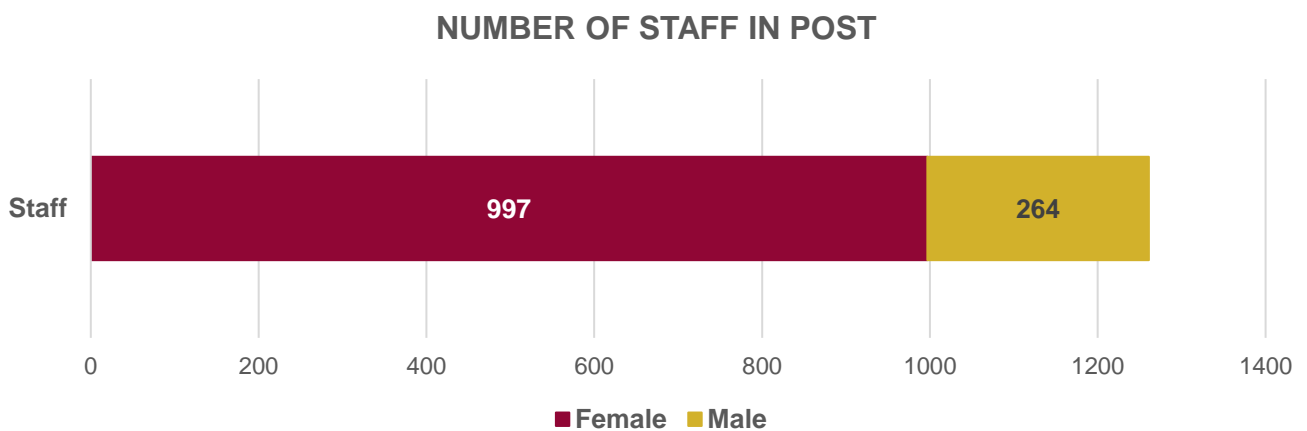


Diverse  
Academies

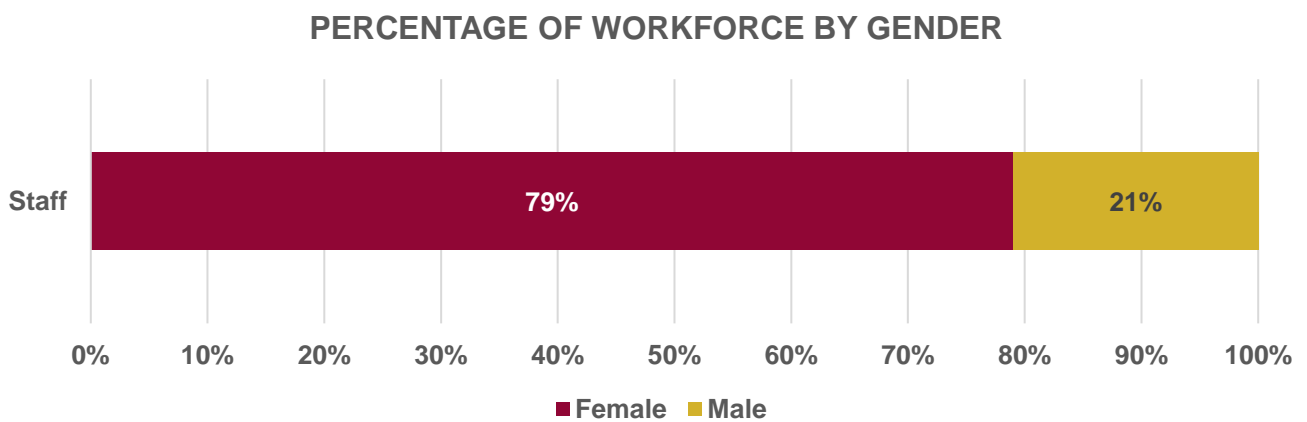
## Introduction

Diverse Academies Trust educates 8,071 students and employs over 1,260 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 2020.

We have paid 1,261 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

27%

## 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.

## Supporting narrative

The Trust is confident that men and women are paid equally for doing equivalent jobs across the trust and that any gender pay gap is due to the roles in which men and women work and the salaries these attract.

## Action taken since last year

- All adverts include a statement of consideration of a variety of flexible working arrangements.
- Gender neutral language is used in all recruitment programmes and there is a structured scoring system.
- Flexible approaches to work are considered at all levels of the organisation.
- Staff at all levels are encouraged to take part in both formal and informal training.

- Both full and part time staff are encouraged to take part in formal CPD and on the job training opportunities.
- A wide range of varied CPD available.
- The impact of inflationary pay stretch has been considered in our 2020/ 2021 pay scales.
- Utilising the apprenticeship levy to support the career progression of colleagues across the organisation.
- Continue the commitment to promote internally.

## Next steps

- Consider putting in place returner programmes, with ongoing support, for people returning from caring breaks.
- Carry out a review of progression to the upper pay scale to identify any gender bias.
- Review exit interview data to monitor the rate at which men and women are leaving the trust and the reasons why.
- Improving induction programmes for people who are promoted internally.
- Review Leadership CPD opportunities.

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.



**David Cotton, Chief Executive Officer**  
**March 2021**



**Mike Quigley, Chair of Board**  
**March 2021**