

Gender pay gap report

March 2022

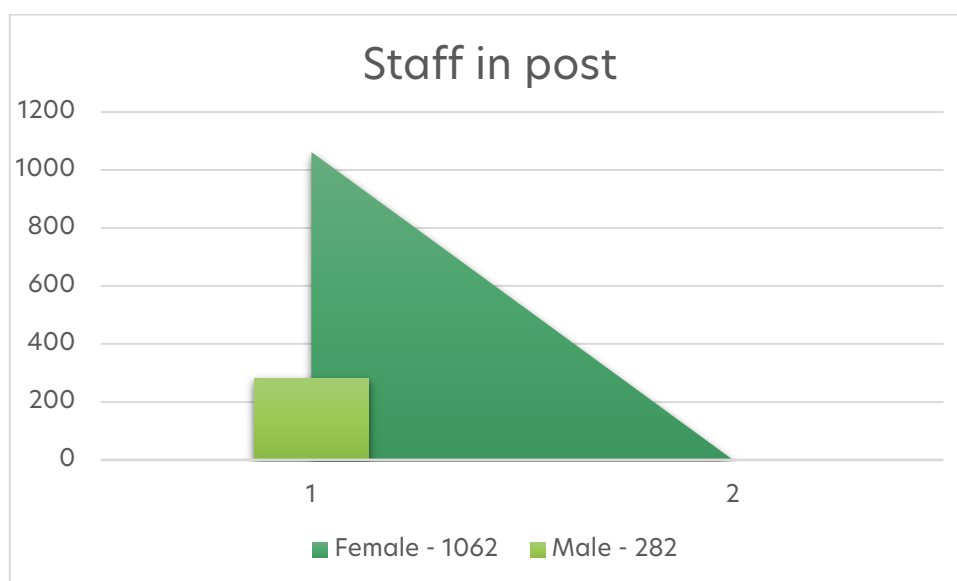
Introduction

Diverse Academies 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 report provides a snapshot from 31 March 2021 of the gender balance within our organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

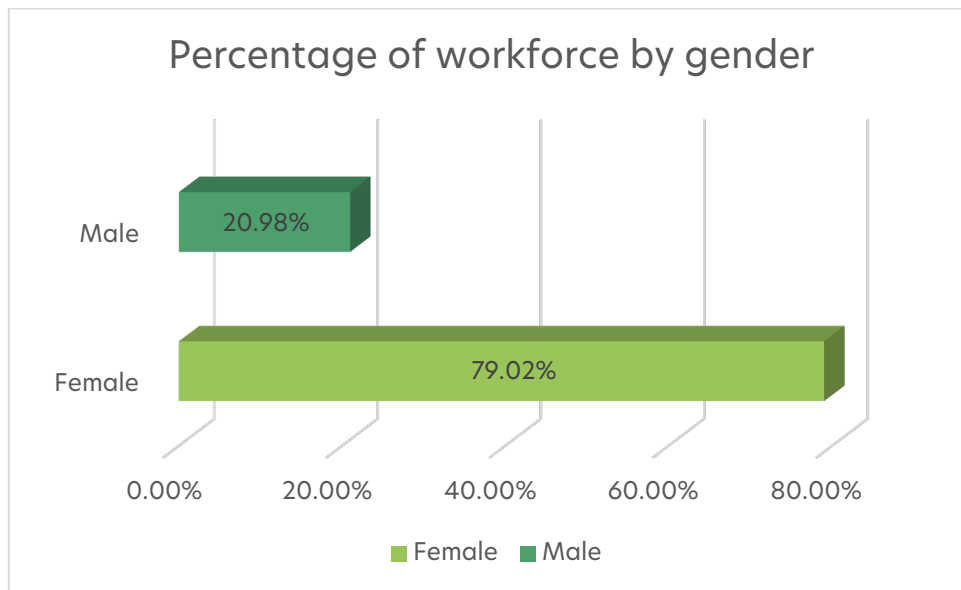
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

Diverse Academies Trust educates 8,109 students and employs over 1,344 members of staff across 14 academies within Nottinghamshire and Lincolnshire.

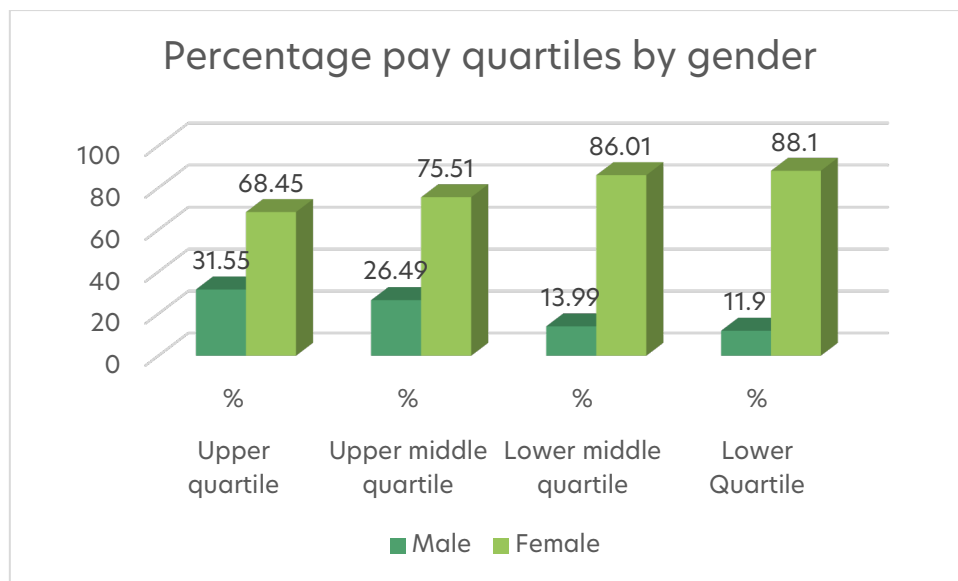
Number of staff in post



Gender balance



Our gender pay gap results



Mean gender pay gap	20.46%	Median gender pay gap	27.36%
Mean bonus gender pay gap	0%	Median bonus gender pay gap	0%
Men who received a bonus	0	Women who received a bonus	0

Understanding the findings

On 31 March 2021 the Trust had a total of 1344 relevant employees, 20.98% were male and 79.02% were female.

The findings show that the mean hourly rate for female employees was 20.46% lower than male employees. When reporting in March 2020 and 2021 the mean female hourly pay gap was 22%, so some reduction has taken place and we are committed to reducing the gender pay gap further.

Females are the dominant workforce across all four of the pay quartiles. As a Trust we believe that this contributes to the pay gap in our organisation as the lower quartiles are predominantly made up of women. Whilst we do encourage applications from both genders to all of our roles those in the lower quartiles do, stereotypically, attract more applications from women.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the Trust's gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we have in place job evaluation structures to ensure parity of pay across the trust.

Benchmarking

Diverse Academies' gender pay gap is not too dissimilar to other trusts of an equivalent size. The gap is larger when compared to larger trusts which is reflective of the balance of primary schools and the greater number of females working within them.

Name of organisation/MAT	Employer size	Mean gap	Median gap
Northern Education Trust	1000 to 4999	9.40%	14.60%
Ark Schools	1000 to 4999	11.80%	13.30%
Academy Transformation Trust	1000 to 4999	15.50%	25.60%
E-ACT	1000 to 4999	16.70%	28.20%
Diverse Academies Trust	1000 to 4999	20.46%	27.36%
Outwood Grange Academy Trust	1000 to 4999	22.90%	47%
David Ross Education Trust	1000 to 4999	22.90%	40.20%
Delta Academies Trust	1000 to 4999	26.20%	45.10%

Data sorted on mean gap - smallest to largest

Conclusions

As a Trust, we seek to recruit and promote staff irrespective of gender, this is evidenced by the number of female staff in senior positions within the Trust.

The executive leadership team is made up of five females and five males. Within the 14 academies in the Trust there are six male principals and eight female principals.

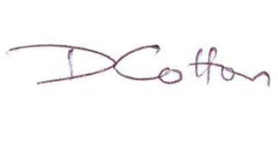
Actions taken to date

- 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. 59.7% of our workforce are currently part time.
- 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 2021/22 pay scales.
- Utilising the apprenticeship levy to support the career progression of colleagues across the organisation.
- Continued commitment to promote internally.

Next steps

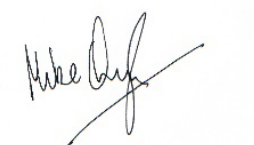
- Carry out a review of progression to the upper pay scale to identify any gender bias.
- Review exit interview data to monitor the rate at which men and women are leaving the Trust and the reasons why.
- Improving induction programmes for people who are promoted internally.
- Review leadership CPD opportunities.

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.

A handwritten signature in purple ink that reads "DCotton". The signature is written in a cursive style with a large, looped 'D'.

David Cotton, Chief Executive Officer

March 2022

A handwritten signature in black ink that reads "Mike Quigley". The signature is written in a cursive style with a large, looped 'M' and a long, sweeping underline.

Mike Quigley, Chair of Board

March 2022