

# Gender pay gap report

March 2023

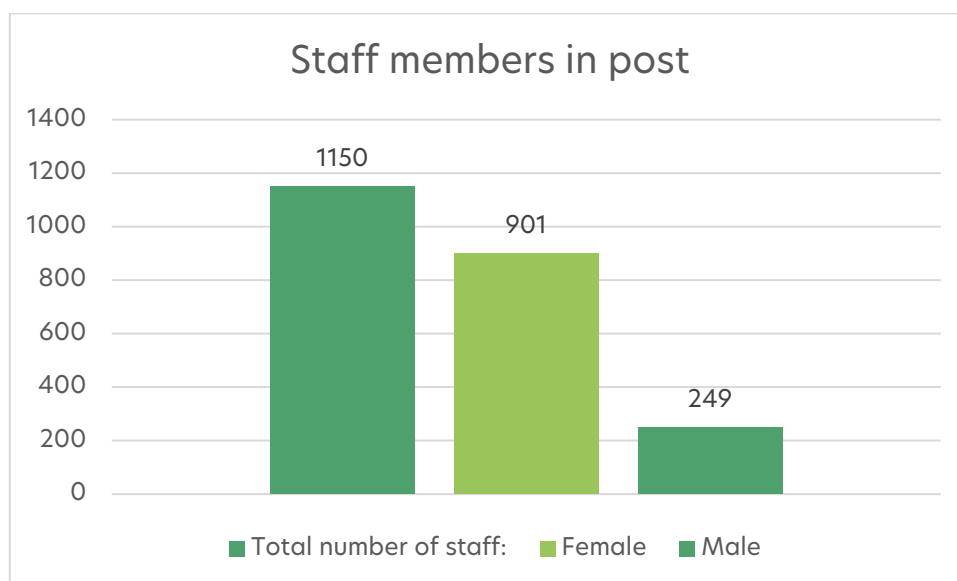
## Introduction

Diverse Academies Trust are required by The Equality Act 2010 (specific duties and public authorities) regulation 2017 to publish specific information on gender pay gaps in order to show the pay gap between our male and female employees. This report provides a snapshot from 31 March 2022 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.

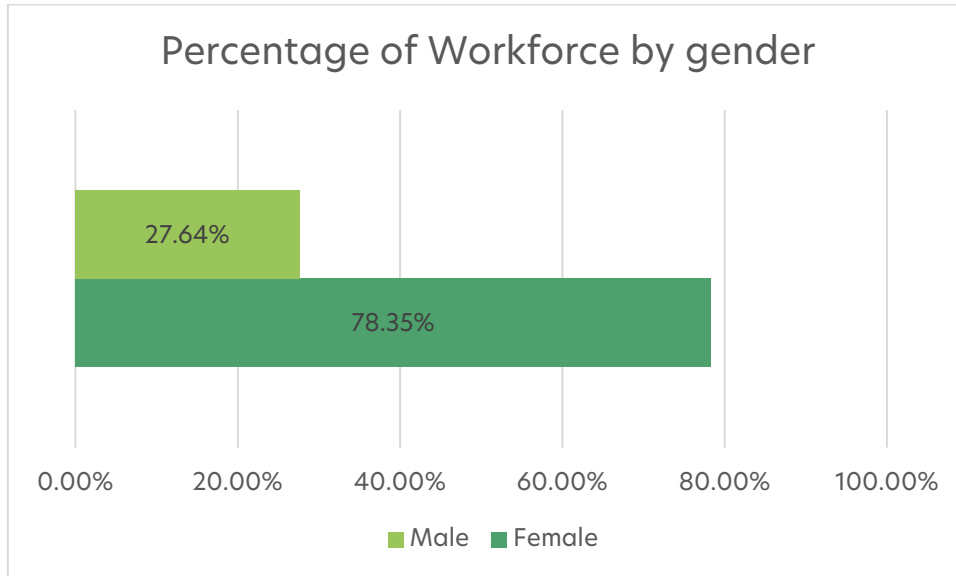
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

Diverse Academies Trust educates 8,293 students and employs over 1,420 members of staff across 14 academies within Nottinghamshire and Lincolnshire.

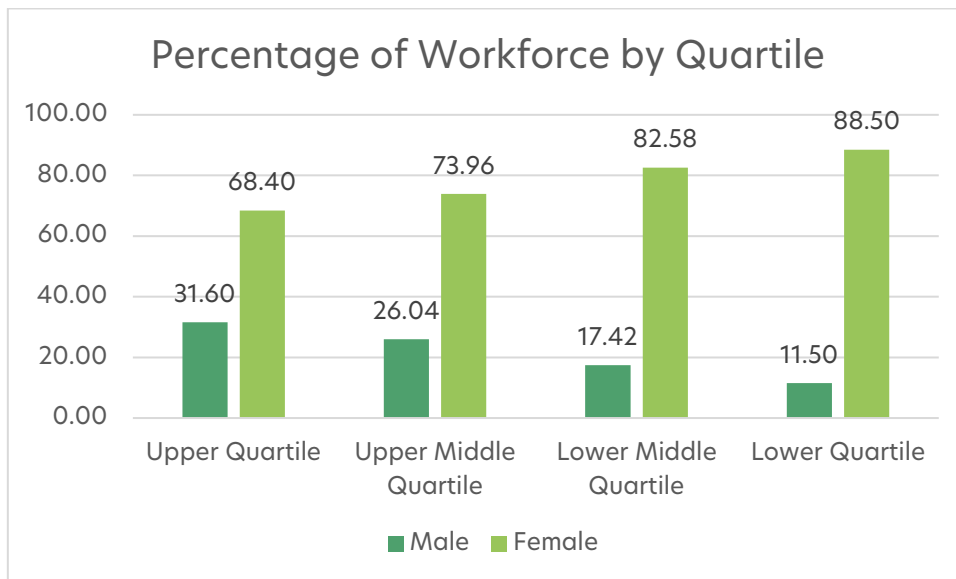
## Number of staff in post for the reporting period



## Gender balance



## Our gender pay gap results



Mean gender pay gap	19.49%	Median gender pay gap	19.30%
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 2022 the Trust had a total of 1,150 relevant employees, 27.64% were male and 78.35% were female.

The findings show that the mean hourly rate for female employees was 19.49% lower than male employees. When reporting in March 2021 the mean female hourly pay gap was 20.46%, so some reduction has taken place which is a consistent trend over the part 3 reporting periods. This demonstrates that 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 females in lower paid roles such as midday supervisors, administrators and teaching assistants. Whilst we do encourage applications from both genders to all of our roles those in the lower quartiles do, stereotypically across the education sector, attract more applications from females.

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.

<b>Name of organisation/MAT</b>	<b>Employer size</b>	<b>Mean gap</b>	<b>Median gap</b>
Northern Education Trust	1000 to 4999	18.7%	23.3%
Diverse Academies Trust	1000 to 4999	19.49%	19.30%
Academy Transformation Trust	1000 to 4999	22%	33%
The PRIORITY Federation of Academies Trust	1000 to 4999	24.97%	38.94%
Delta Academies Trust	1000 to 4999	27.1%	50%
Flying High Partnership	1000 to 4999	29.8%	42%

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 salary range or actual salary.
- 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. 53.5% 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 pay scales.
- Utilising the apprenticeship levy to support the career progression of colleagues across the organisation.
- Continued commitment to promote internally.

## **Next steps**

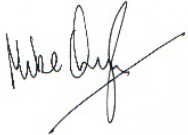
- Review our approach to flexible working to consider how we both attract and retain staff, especially females in their thirties who tend to leave the sector due to a lack of flexibility
- Review exit interview data to monitor the rate at which men and women are leaving the Trust and the reasons why.
- 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 blue ink that reads "D Cotton". The "D" is large and stylized, with a horizontal line extending to the left.

**David Cotton, Chief Executive Officer**

**March 2023**

A handwritten signature in black ink that reads "Mike Quigley". The signature is written in a cursive style with a long, sweeping horizontal line at the end.

**Mike Quigley, Chair of Board**

**March 2023**