

Gender pay gap report

March 2024

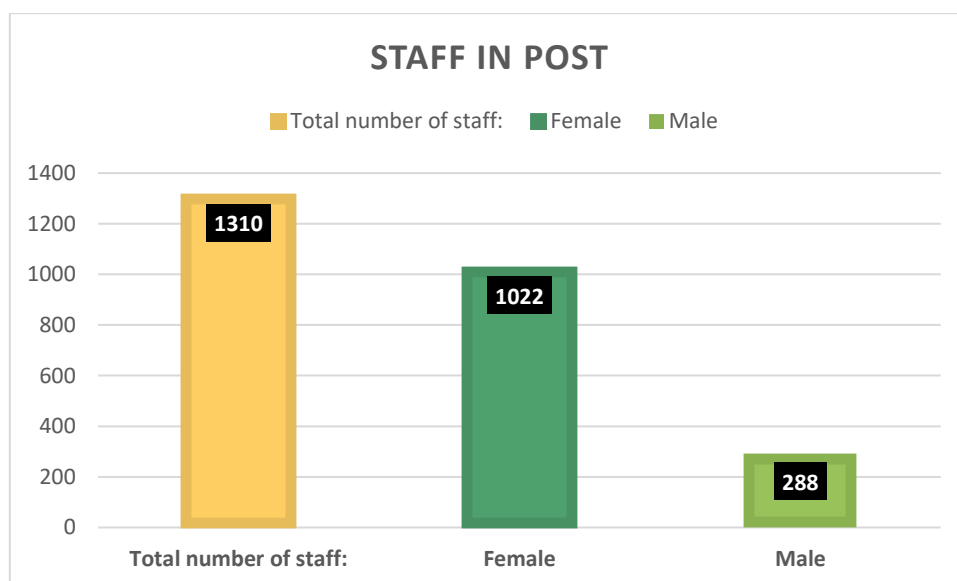
Introduction

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 2023 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.

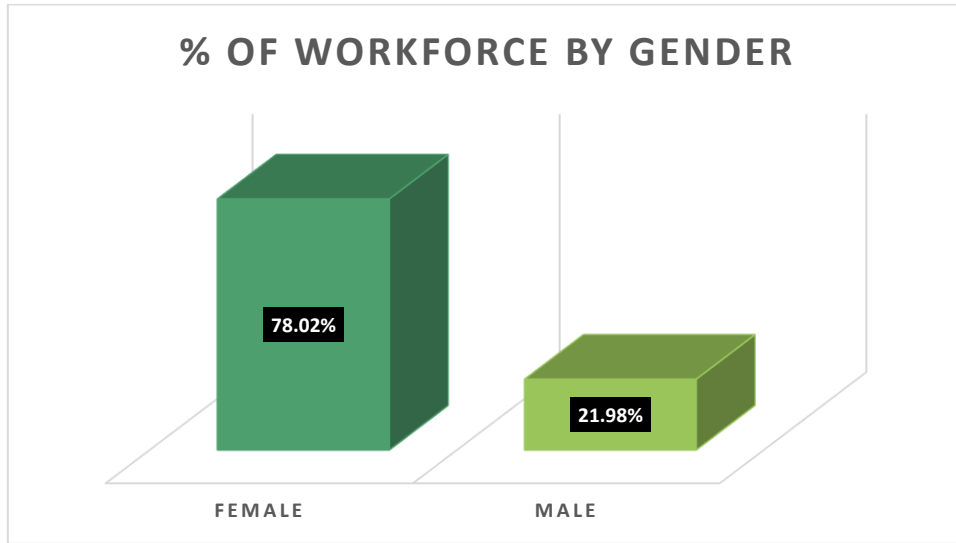
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

Diverse Academies Trust educates 8,515 students and employs over 1,310 members of staff across 14 academies within Nottinghamshire and Lincolnshire.

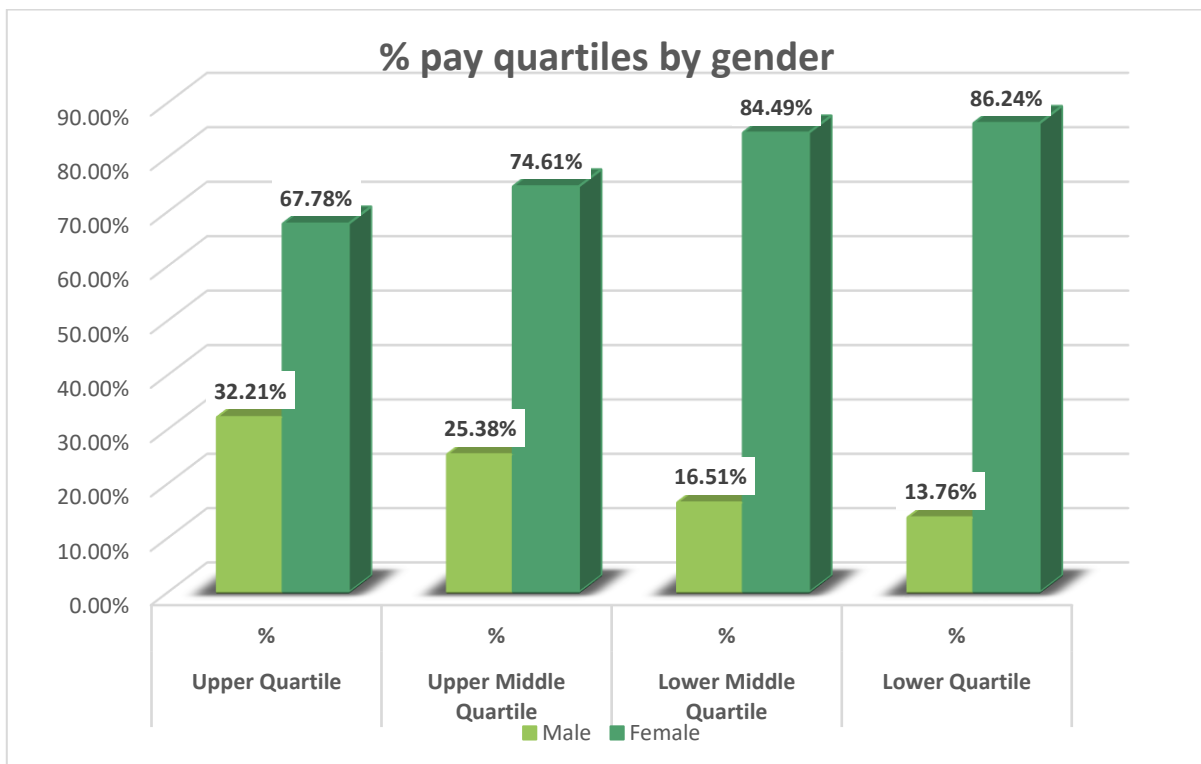
Number of staff in post for the reporting period



Gender balance



Our gender pay gap results



Mean gender pay gap	18%	Median gender pay gap	23.54%
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 2023 the Trust had a total of 1,310 relevant employees, 21.98% were male and 78.02% were female.

The findings show that the mean hourly rate for female employees was 18% lower than male employees. When reporting in March 2022 the mean female hourly pay gap was 19.49%, so some reduction has taken place which is a consistent trend over the last 4 reporting periods.

Females have a greater number across all four of the pay quartiles. We believe 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, catering staff, administration and teaching assistants. Whilst we do encourage applications from both genders to all our roles those in the lower quartiles, typically these roles 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.

Benchmarking

The national average gender pay gap is 14.3% and the national average gender pay gap in the education sector is 24.6% (according to the ONS – Annual Survey of Hours & Earnings 2023). Our gender pay gap is higher than the national average, but lower than the national average within the education sector. Our gender pay gap is also of a similar size to other, comparable multi-academy trusts.

Name of Organisation/MAT	Employer size	Mean Gap	Median Gap
Trinity Multi Academy Trust	1000 to 4999	9.46%	12.20%
Northern Education Trust	1000 to 4999	11.35%	15.80%
David Ross Education Trust	1000 to 4999	15.57%	32.70%
Diverse Academies Trust	1000 to 4999	18.00%	23.54%
Outwood Grange Academy Trust	1000 to 4999	20.50%	37.33%
TSAT	1000 to 4999	21.04%	30.94%
Greenshaw Learning Trust	1000 to 4999	22.74%	37.38%
Nexus MAT	1000 to 4999	23.37%	29.97%
Hatton Academies Trust	1000 to 4999	31.00%	49.00%

Data sorted on mean gap – smallest to largest.

Conclusions

We will seek to recruit and promote staff irrespective of gender. 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.

How are we supporting gender equality

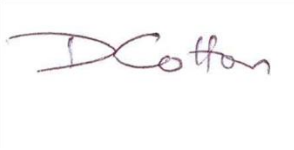
We are committed to equality of opportunity in recruitment, development, progression and reward for all of our staff, and we value inclusion and diversity. To ensure that we are working to minimise the pay gap where possible we have:

- Ensured 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. 59.85% 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 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.
- Continued commitment to our family, friendly culture, underpinned by our range of supporting guidance, advice and policies.

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.
- Carry out an equal pay exercise through an external consultant.
- Consider the implementation of a job evaluation process that covers both teaching and support staff.
- Carry out a salary benchmarking exercise through an external consultant.

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 "DCotton". The signature is written in a cursive style with a large, stylized 'D'.

David Cotton, Chief Executive Officer

March 2024

A handwritten signature in blue ink that reads "Mike Quigley". The signature is written in a cursive style with a large, stylized 'M' and a long horizontal stroke at the end.

Mike Quigley, Chair of Board

March 2024