

# Gender pay gap report

March 2025

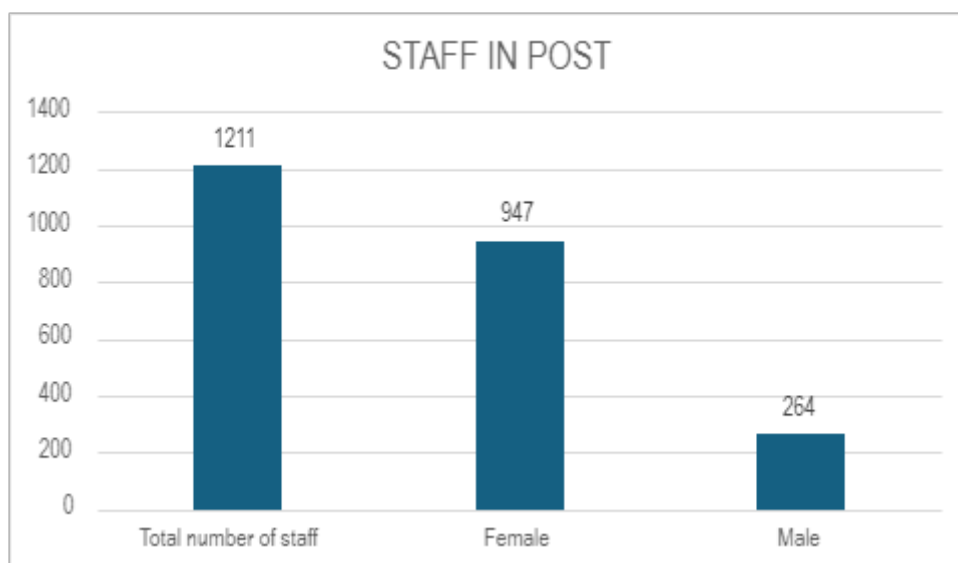
## Introduction

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 2024 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.

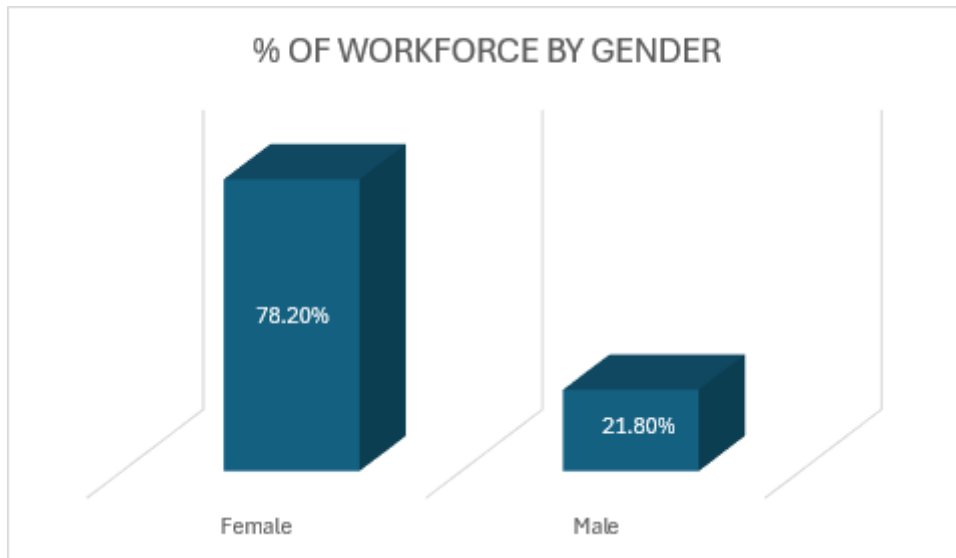
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

Diverse Academies Trust educates 8,634 students and employs 1,211 members of staff across 14 academies within Nottinghamshire and Lincolnshire.

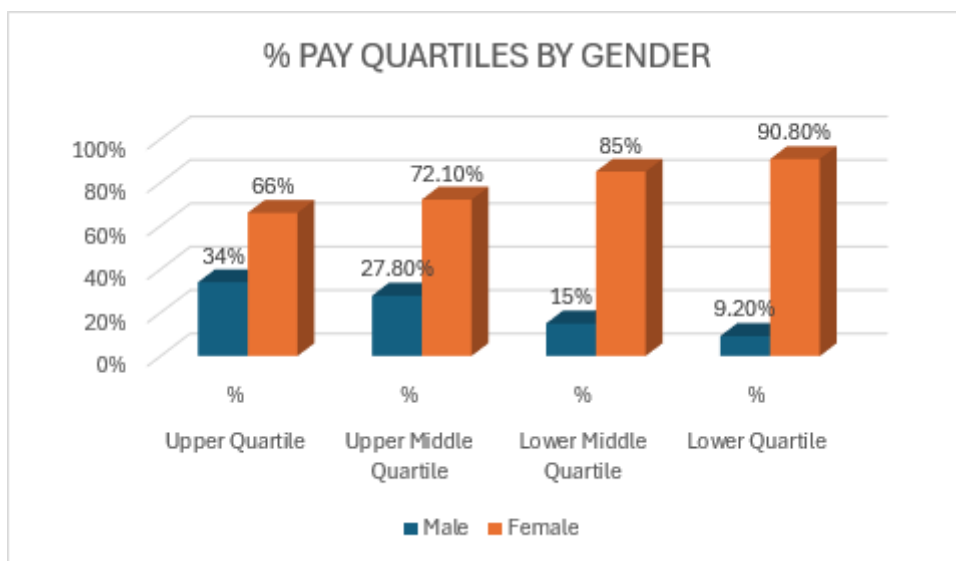
## Number of staff in post for the reporting period



## Gender balance



## Our gender pay gap results



Mean gender pay gap	21.5%	Median gender pay gap	33.90%
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 2024, the Trust had a total of 1,211 relevant employees, 21.80% were male and 78.20% were female.

The findings show that the mean hourly rate for female employees was 21.5% lower than male employees. When reporting in March 2023 the mean female hourly pay gap was 18.00%, so this is an increase for this year whereas a reduction had occurred over the previous 5 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, cleaning, administration, and teaching assistants. The percentage of females in the lower quartile has increased by nearly 5% to 90.80% compared to 86.24% in the previous reporting period. This is due to the TUPE transfer of the cleaning staff into the Trust who are predominantly female. Whilst we do encourage applications from both genders to all our roles those in the lower quartiles typically attract more applications from females in our sector

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.

## **Conclusions**

We 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 and across our business leadership team there are 5 male and 4 female business leaders.

## **How are we supporting gender equality**

We are committed to equality of opportunity in recruitment, development, progression, and reward for all 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. 53.01% 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.
- Conducted a salary benchmarking exercise through an external consultant.
- Conducted an equal pay exercise through an external consultant.

## **Next steps**

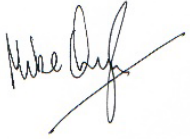
- Review our approach to flexible working to consider how we both attract and retain staff, especially females in their thirties who tend to leave the sector due to a lack of flexibility.
- Review exit interview data to monitor the rate at which men and women are leaving the Trust and the reasons why.
- Continue to improve the induction programmes for people who are promoted internally.
- Review leadership CPD opportunities.
- Consider the implementation of a job evaluation process that covers both teaching and support staff.

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.



**David Cotton, Chief Executive Officer**

**March 2025**

A handwritten signature in black ink, appearing to read "Mike Quigley", with a long horizontal stroke extending to the right.

**Mike Quigley, Chair of Board**

**March 2025**