

Gender Pay Gap Report

Employers with 250 or more employees are required to publish a report every year showing how large the pay gap is between their male and female employees.

The gender pay gap represents the difference in hourly earnings of men and women across an organisation, regardless of the role that they do. The gender pay gap can be impacted by a number of factors related to the composition of the workforce, primarily the number of men and women occupying the different roles that exist across the organisation.

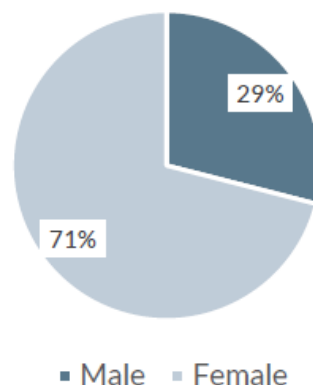
As a result of different jobs paying different rates and the number of men and women performing those jobs being variable, a gender pay gap will often exist. This is different to 'equal pay' which is the difference in pay between men and women who carry out the same or similar jobs, or jobs of equal value.

This report focuses on the pay gap between men and women across Novalis Trust as of 5 April 2025.

Our workforce

Like many other organisations in the social care sector, Novalis Trust has a predominately female workforce. As of 5 April 2025, the employees who were eligible to be included in the gender pay gap calculations were 29% male and 71% female.

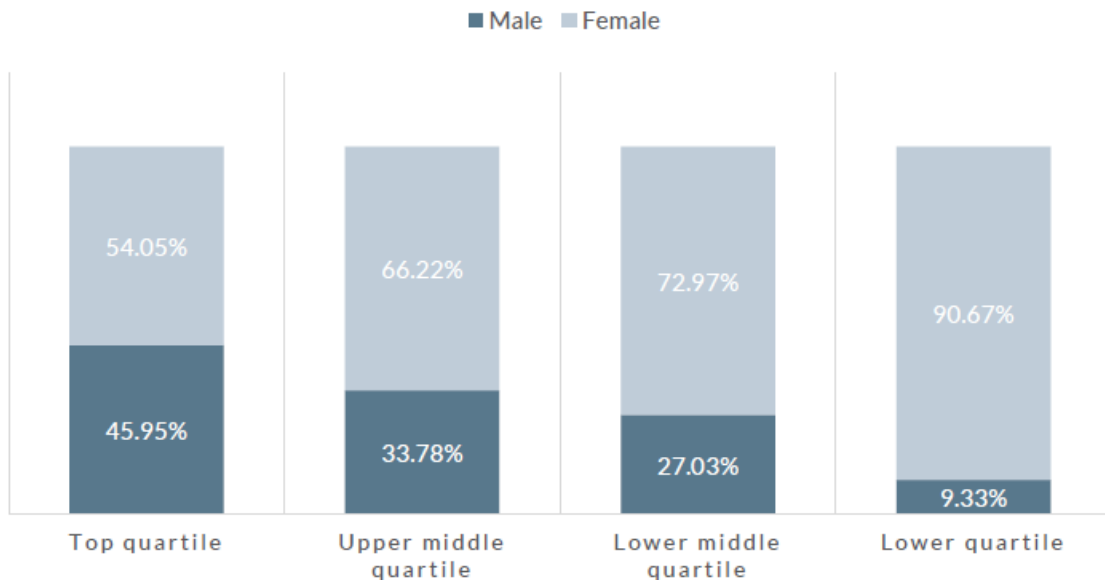
Gender breakdown of Novalis Trust workforce



Pay quartiles

The table below shows the male to female split of our workforce across four equal sized pay quartiles. It shows that Novalis Trust has a higher percentage of female employees across all quartiles.

Proportion of males/females in each pay quartile



Gender pay gap

The **mean** gender pay gap is the difference between the average hourly rate for men and women within the organisation.

The **median** gender pay gap shows difference between the middle point of each group. So, if everyone across the organisation were lined up in a female and male line in order of pay, the median pay gap is the difference between the hourly rate of pay for the woman in the middle of the female line compared with the hourly rate of pay for the man in the middle of the male line.

Average (mean) female pay



11.80% lower than average male pay

Median female pay



6.47% lower than median male pay

The reason for the difference in mean and median pay is because a higher proportion of women are employed in the lower pay quartiles. The lower pay quartile mostly comprises domestic staff (cooks and housekeepers) who are predominately female. The comparatively high number of females in these types of roles mean that the underlying average female hourly rate is lower than average male hourly rate across the organisation.

Bonus pay gap

Novalis Trust did not operate a bonus scheme in the year and therefore there is no gender bonus gap.

Summary

Novalis Trust is confident that men and women are paid equally for doing equivalent jobs across the organisation. Our gender pay gap is very much the product of the composition of our workforce. The pay structures we have across the organisation are designed to be gender neutral and are reviewed regularly.

We have compared our figures to last year and due to the fall in the number of male employees this has resulted in an increase in the average (mean) gender pay gap by 4.33% with a small increase to the median gender pay gap of 0.15%.

Whilst the nature of the social care sector means that it will prove challenging to completely eliminate our gender pay gap, we will seek to further reduce it in the future by:

- Continuing to utilise structured interviews with standardised questions and scoring criteria to reduce unconscious bias.
- Monitoring levels of pay across the organisation to ensure that our pay structures remain gender neutral.

I confirm that the data outline above has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Liz Buckland

Liz Buckland
Trustee

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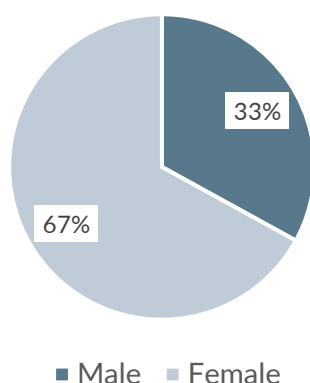
As a result of different jobs paying different rates and the number of men and women performing those jobs being variable, a gender pay gap will often exist. This is different to 'equal pay' which is the difference in pay between men and women who carry out the same or similar jobs, or jobs of equal value.

This report focuses on the pay gap between men and women across Novalis Trust as of 5 April 2024.

Our workforce

Like many other organisations in the social care sector, Novalis Trust has a predominately female workforce. As of 5 April 2024, the employees who were eligible to be included in the gender pay gap calculations were 33% male and 67% female.

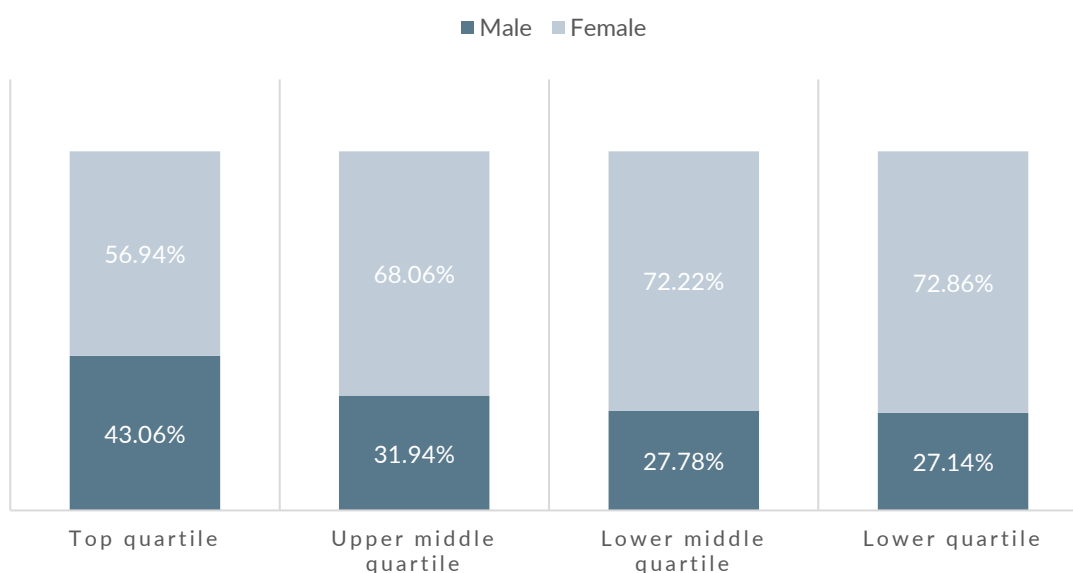
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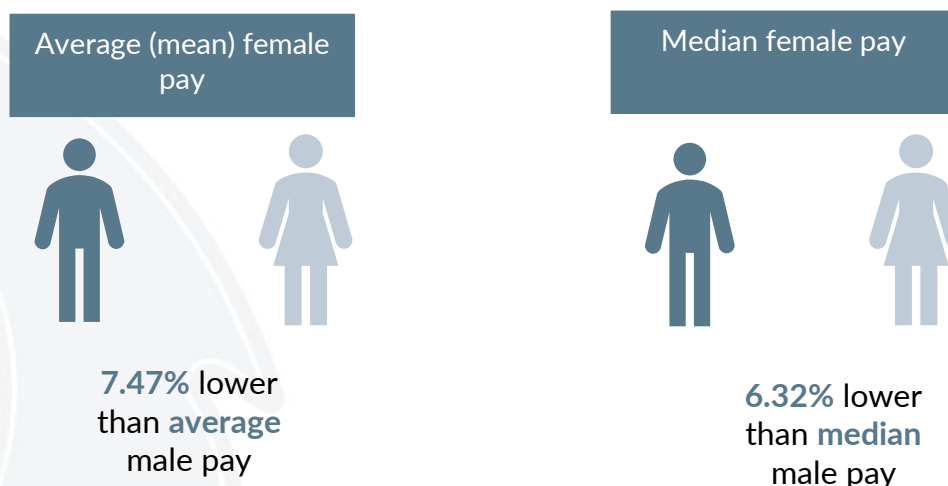
Proportion of males/females in each pay quartile



Gender pay gap

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The reason for the difference in mean and median pay is because a higher proportion of women are employed in the lower pay quartiles. The lower pay quartile mostly comprises domestic staff (cooks and housekeepers) who are predominately female. The comparatively high number of females in these types of roles mean that the underlying average female hourly rate is lower than average male hourly rate across the organisation.

Bonus pay gap

Novalis Trust did not operate a bonus scheme in the year and therefore there is no gender bonus gap.

Summary

Novalis Trust is confident that men and women are paid equally for doing equivalent jobs across the organisation. Our gender pay gap is very much the product of the composition of our workforce. The pay structures we have across the organisation are designed to be gender neutral and are reviewed regularly.

We have compared our figures to last year and, whilst the gender split of our workforce has remained relatively stable, the average (mean) and median gender pay gaps have fallen by 4.03% and 3.66% respectively.

Whilst the nature of the social care sector means that it will prove challenging to completely eliminate our gender pay gap, we will seek to further reduce it in the future by:

- Continuing to review our recruitment practices with a view to developing new approaches to attract a more diverse range of applicants.
- Monitoring levels of pay across the organisation to ensure that our pay structures remain gender neutral and support our drive towards an increasingly diverse workforce.

I confirm that the data outline above has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Matthew Bennett
Trustee

Gender Pay Gap Report

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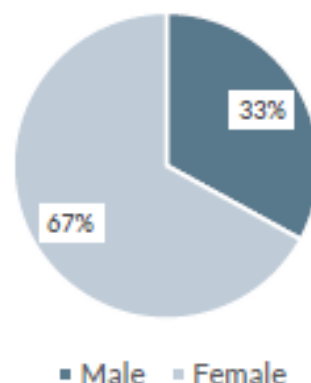
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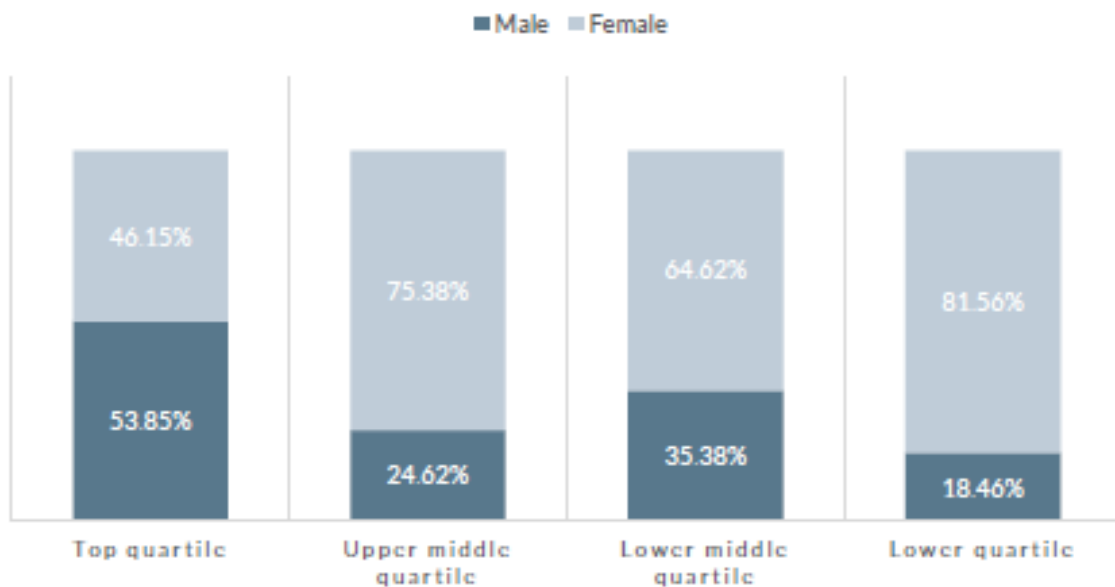
Gender breakdown of Novalis Trust workforce



Pay quartiles

The table below shows the male to female split of our workforce across four equal sized pay quartiles. It shows that Novalis Trust has a higher percentage of female employees across all quartiles apart from the upper quartile which is relatively even.

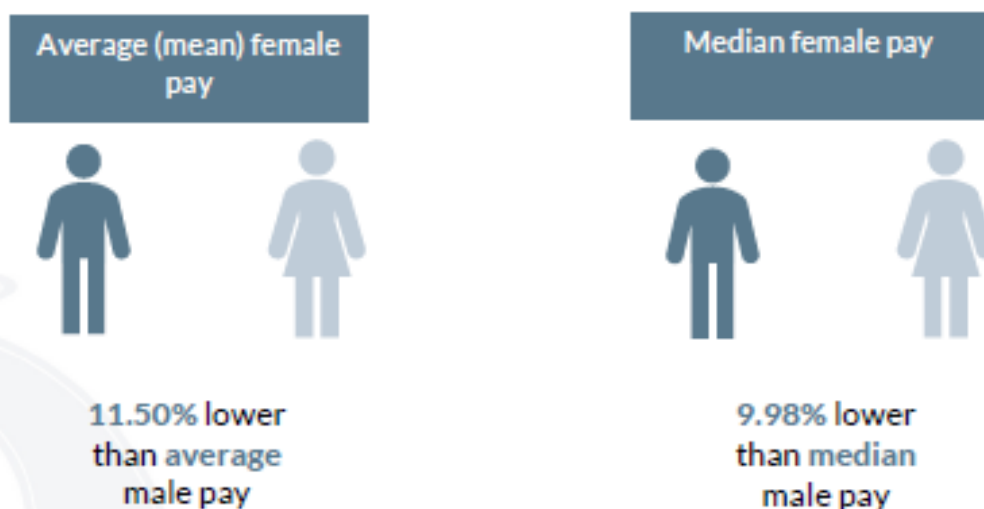
Proportion of males/females in each pay quartile



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We have compared our figures to last year and, whilst the gender split of our workforce has remained relatively stable, the average (mean) and median gender pay gaps have fallen by 3.46% and 7.1% respectively.

Whilst the nature of the social care sector means that it will prove challenging to completely eliminate our gender pay gap, we will seek to further reduce it in the future by:

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