

GENDER PAY GAP SUMMARY 2023

INTRODUCTION

We are pleased to share the NOVAS 2023 Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of people with identical and non-identical women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees were being called to report on their Gender Pay Gap for the first time in 2023.

This report uses a snapshot date of 30th June 2023. Our overall mean gender pay gap is 4.32%. Analysis of this pay gap shows that this is largely driven by more male members of the Senior Management Team at the time of the snapshot.

A NOTE ON LANGUAGE

Despite being called the gender pay gap, this report is based on a binary definition of sex rather than gender. This is because the legislation requires us to report in this way and categorises our employees as either male and female. However, as part of NOVAS' ongoing commitment to all who supporting colleagues of all gender identities, we must acknowledge that some individuals may not identify with either 'gender' referred to in this report. For the purposes of this report, under the legislation, the salaries of employees who identify as non-binary or gender fluid are not included in the calculations.

HOW IS THE MEAN GENDER PAY GAP DEFINED?

The average amount earned by female employees compared to the average amount earned by male employees each hour.

HOW IS THE MEDIAN GENDER PAY GAP DEFINED?

The difference in pay between the middle ranking female and male employees.