

Novus reveals 2023 Gender Pay Gap report

1 year ago



As a family-owned business, [Novus Property Solutions](#) has developed a reputation for putting people at the heart of everything it does.

Its diversity and inclusion strategy has seen Novus take significant strides to attract and retain more female colleagues. One of the steps it is proud to take is publishing an annual Gender Pay Gap report, which ensures it is transparent when it comes to pay for all colleagues, with a specific focus on gender.

It has recently published the Gender Pay Gap Report for 2023, and it has seen further progress in this area.

Key statistics

Here's an overview of the key findings of the report for 2023:

- Novus' gender pay gap has reduced for the fifth consecutive year
- Our hourly mean gender pay gap for 2022/2023 was 14%, a 1.2% decrease compared to 2021/2022
- Women make up 21.5% of our workforce, which is higher than the industry average
- The number of women in all pay quartiles across the business is higher, including 12 more women in the top two pay quartiles compared to 2022
- 33% of all internal promotions to more senior positions in 2023 were achieved by women

These results show that while Novus' diversity and inclusion strategies are reducing the gender pay gap within the company, there's still a way to go. It remains committed to taking further steps to eliminate inequality and ensuring all colleagues are given the opportunity to thrive.

A spokesperson for Novus said: “We are continuing to work towards a full reduction in the gender pay gap through our inclusion strategy, ‘Without U there is No US’, which solidifies our commitment to ensuring equality, diversity, inclusion and belonging remain at the heart of our business. The progress of this strategy is continually measured against a series of key metrics.

“This strategy has driven a number of policy changes, such as enrolling all new colleagues onto equality, diversity and inclusion e-learning which covers important subjects such as unacceptable behaviour, protected characteristics, and what makes an ideal workplace for all.

“Our Women in Novus (WiN) network also continues to flourish, playing a vital role in not only allowing women across the business to discuss challenges they may face, but also in the introduction of new policies including our Family Friendly Policy and Menopause Policy.

“We’re also proud to support organisations such as Women in Social Housing (WISH) and Women into Construction (WiC), demonstrating our commitment to creating gender balance and creating equal opportunities for women.”

Novus is continuing to build on its success of attracting more women into the business through its recruitment campaigns and apprenticeship scheme – and in 2023, 40% of apprentice recruits were female.

A spokesperson said: “We also continue to offer our existing colleagues the opportunity to develop their career through apprenticeships, with 9% of colleagues across the business currently enrolled on an apprenticeship. Of this cohort 34% are females, demonstrating our commitment to retaining as well as attracting female colleagues in roles throughout the business.”