



GENDER PAY GAP REPORT

1 April 2022 - 31 March 2023

Published February 2024

1. OVERVIEW

In 2018 the government introduced new legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 (and then annually), including:

- ◆ mean and median gender pay gaps;
- ◆ the mean and median gender bonus gaps;
- ◆ the proportion of men and women who received bonuses;
- ◆ the proportions of male and female employees in each pay quartile.

This report gives the gender pay gap data in Nexus as at 31 March 2023.

For salaries we used a snapshot date of 31 March 2023. The relevant pay period was our March 2023 payroll.

Nexus MAT does not pay bonuses to any staff, therefore the bonus data is zero.



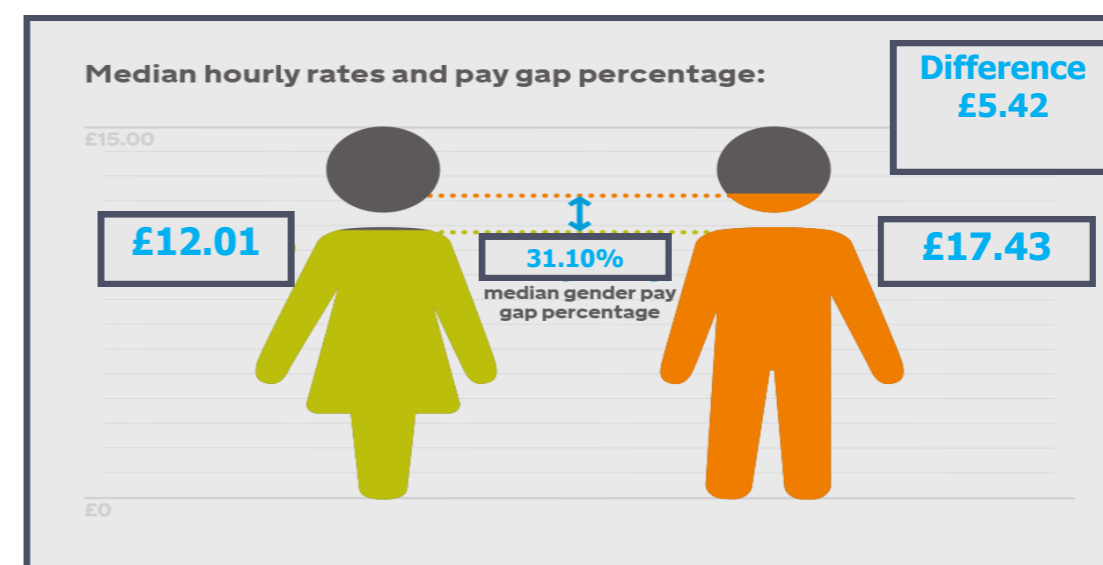
2. GENDER PAY GAP DATA

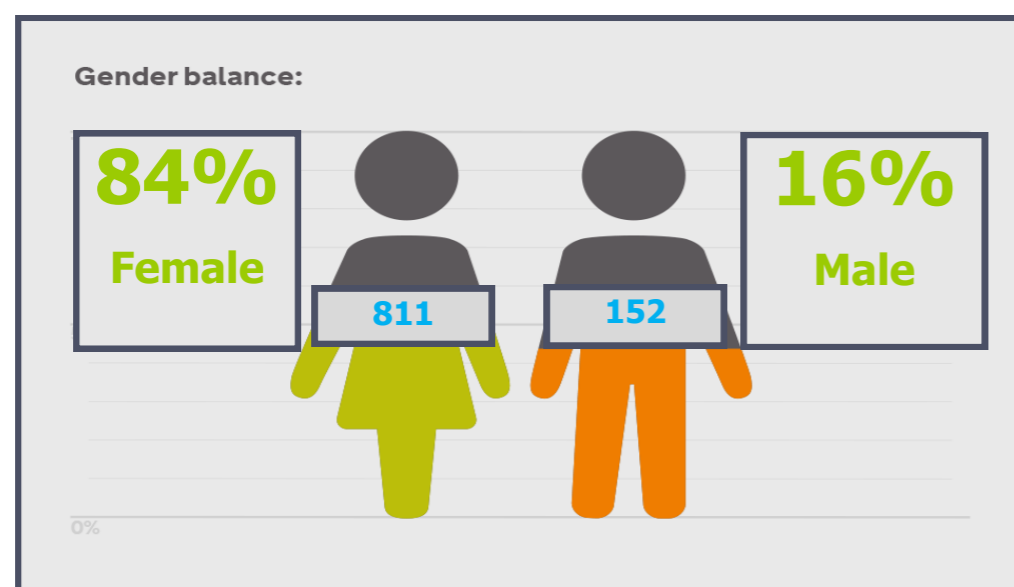
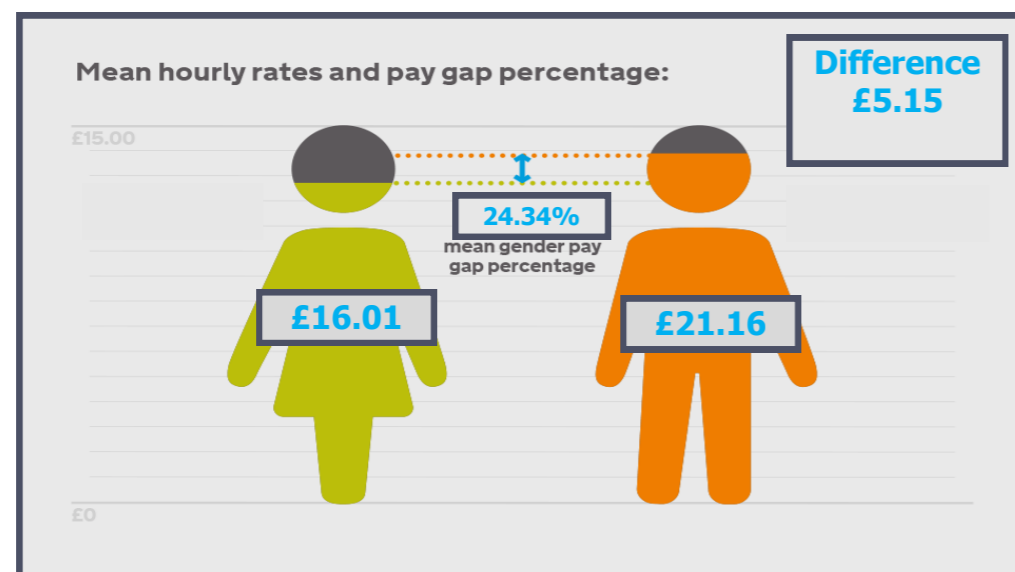
Nexus follows the standard public sector approach to pay and grading. All posts sit within either National Joint Council (NJC) Bands banding or Teacher Pay scales. The Trust is a member of the National Living Wage Foundation.

Headteachers may award a TLR 1, 2 or 3 to a classroom teacher for undertaking a sustained additional responsibility in the context of the school's staffing structure, for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable.

Salaries are paid according to grade, and annual pay awards within the grade are paid irrespective of gender or any other protected characteristic. We are committed to the principle of equal pay for all employees. We have pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like-work. We use a job evaluation system to assess the relative value of jobs across the organisation, and this provides evidence in support of the allocation of each job within our grading structure.

The Trust headquarters are in Sheffield. For pay purposes we are governed by public sector pay policy, which HM Treasury has overall responsibility for setting. This defines the overall parameters for public service pay uplifts each year and this can also be found in the Nexus pay policy which is available on our website at www.Nexusmat.org





3. WORKFORCE DEMOGRAPHICS & GENDER PAY QUARTILES

The gender pay gap analysis is based on 963 staff in post with Nexus on 31 March 2023.

Quartile	Male	Female	TOTAL	Male	Female
Upper	66	175	241	27%	73%
Upper Middle	42	198	240	18%	83%
Lower Middle	21	220	241	9%	91%
Lower	23	218	241	10%	90%
TOTAL	152	811	963	16%	84%

4. TRENDS AND ANALYSIS

Nexus MAT first published Gender pay Gap data in April 2018, relating to data as at 31.03.17. The Board of Directors took the decision to publish the report despite falling short of the eligibility criteria for mandatory reporting as set by the Government.

In this reporting period, the Trust opened three new academies, and many of our existing special schools grew in response to increasing demand from local authority special educational needs commissioners.

As outlined in section 2 of this report, there is still a gender pay gap in place between male and female workers employed by Nexus MAT. Comparison with previous years is made difficult, given the impact on the pay calculations following widespread strike action by the National Education Union during this period and the associated impact of strike day deductions.

In the round, the gender pay is explained by the high representation of women in roles in the lower middle and lower quartiles of pay (91% and 90%, respectively). Our understanding for this is that our academies offer a high number of teaching assistant roles with working hours and holiday periods that are helpful for balancing work with caring commitments.

It is understood that many of our teaching assistant workforce have young families or caring duties for other family members, and individuals have sought out these roles as they are the primary carer. This has been researched in successive employee opinion surveys, where staff are clear they have open options to progress and that gender is not a barrier to career progression.

Nexus MAT also has a high proportion of female employees in the Upper Middle and Upper pay quartiles, at 83% and 73%, respectively.



5. GENDER PAY GAP REFLECTIONS

Nexus MAT supports the fair treatment and reward of all staff irrespective of gender and our policies and procedures support this.

We utilise pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value. Nexus MAT uses a job evaluation system to assess the relative value of jobs across the organisation, and this provides evidence in support of the allocation of jobs within our grading structure.

Talent and development programmes

We recognise that our staff don't all want the same things from their working lives, however, we aim to provide everyone with opportunities to be the best that they can be and to progress. To support this, we will continue to encourage staff to benefit from the variety of training and development programmes, including Apprenticeships and other accredited routes.

We will also undertake routine workforce research to better understand why we have such a high proportion of women employed in the lower and lower middle quartiles.

Flexible Working

Whilst the needs of our children and young people must always come first, most roles are available as job-share, reduced hours, term time only or flexible working patterns and we continue to review requests on a case by case basis.

Single Equalities Policy

We will continue to work on the equal pay audit to assess all areas of possible improvement.

Performance Management

We will continue to ensure that performance management is open, transparent and objective across all academies in the Trust by introducing peer moderation for cases of enhanced progression.

I confirm that this information is complete and accurate

Warren Carratt

Chief Executive (Accounting) Officer