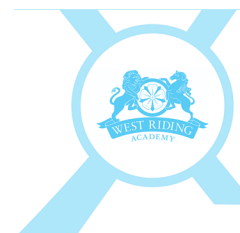
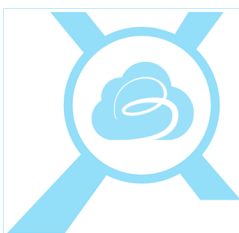


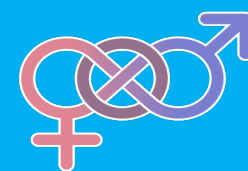
Workforce Engagement Statement 2025-26



Caring
Nurturing
Child-Centred Family-Focused
Encouraging Enriching
Empowering Passionate
Inclusive

Our academies





Workforce Profile

As of 31 August 2026, the Trust employs 1846 individuals across our 21 academies and the central Trust team, an increase of 487 compared to the last year. 28% of our workforce are employed as teachers, with 72% employed in a teaching assistant or non-teaching/support role.

Bents Green School has the most staff with 169 (130.6 FTE) employees, whilst West Riding Academy employs the fewest with 31 (25.7 FTE).

Our most recent gender pay report states that 82% of the workforce identify as female and 18% as male, which is a slight change from the previous year. There is a gender pay gap for both mean and median pay levels. We remain confident that this is principally due to the high proportion of female employees in the lower quartiles of paid roles in the Trust – rather than a gender disparity within our pay structure. 76% of our upper-middle pay tier identify as female, as does 72% of the upper pay tier.

24% of the workforce are aged under 30; 57% are aged 31-54; 18% are aged 55-66 and 1% are 67 or over. 93.2% of our workforce identify as white British or white other, with 6.8% identifying as dual or of BAME heritage. 3.1% of our workforce have declared that they have a recognised disability.

In 2025-26, Nexus MAT recorded 18,371 days lost to sickness (7.29% of total working days available). The majority of these days were related to sickness instances that lasted less than 20 days. 569 employees met some form of sickness absence trigger, which necessitates a response in line with the Trust's Sickness Absence & Wellbeing Policy. 345 sanctions were issued for poor staff attendance.



Employee Voice



In February 2026, the Trust undertook its biennial employee opinion survey (EOS), which provides employees with anonymity in responding to a wide range of questions about their school and their MAT.

53% of staff responded, a decrease from the 68% response rate in 2024 but more than the 43% response rate in 2022. At the point this year's employee opinion survey was undertaken, the Trust had grown by 5 schools since the last EOS in 2024.

Of those staff who completed the EOS, between 75-80% have confidence in senior leaders; believe leaders are visible and approachable; believe leaders listen to staff feedback and act on it where possible; believe issues or concerns are addressed appropriately; and believe leaders act in pupils' best interests. Only 7% of staff don't look forward to coming to work most days. 92% of staff are clear about what is expected of them, and 93% of staff feel driven in their work to make the school a success.

These results benchmark positively against the national data, with 54% of teachers¹ saying they are satisfied in their work and 63% of teaching assistants² saying the same. (Nexus MAT being at least +21% and +12% better, respectively).

Only 12% of staff are not satisfied with the employment benefits and information available to support their health, wellbeing and happiness – an increase of 11% since the last EOS.

Satisfaction levels remain high across key indicators and there were no major changes between this EOS and the Trust will use this latest EOS to help inform our programme of employee wellbeing activity over this year and next, via our Trust Happiness and Wellbeing Plan.



1. <https://www.gov.uk/government/publications/working-lives-of-teachers-and-leaders-wave-4>

2. <https://www.gov.uk/government/publications/the-role-and-experience-of-support-staff-in-schools>

Pay & conditions

The Trust employs all staff on one of two pay models: either school teacher pay and conditions (the Burgundy Book) for qualified teaching staff **or** terms and conditions aligned to local government pay, as agreed through the National Joint Council (the Green Book). The Trust automatically enrolls all staff in either the Teacher Pension Scheme or the Local Government Pension Scheme, if they have a contract lasting 3 months or more.

Local pay scales/grades in localities (i.e. local authority areas) for non-teaching staff continue to be adhered to by the Trust, to ensure that our academies remain competitive employers locally. This does generate some difference in pay grades from one locality to another, though this is marginal and is due to the different structured pay scales/grades set by local authorities within the National Joint Council Single Status scheme. It is important to the Board of Directors that the Trust remains a competitive employer across the different regions in which we operate.

In May 2022 the Trust officially became a member of the Real Living Wage Foundation, reflecting our drive to raise the lowest levels of pay, bottom up.

From September 2026 the Trust is committed to aligning with the recommendations of the Government's School Support Staff Negotiating Body (SSSNB), though this does present a risk to the competitiveness of pay scales and also risks creating more pressure on the un-funded pay increases that schools have absorbed over the last decade. As the majority of our workforce are support staff in some form or another, this change will have a significant impact on the Trust. At this time, there is a worrying absence of detail for how the SSSNB will function.



Continuous professional learning & development



The Trust has a proud track record of utilising the Government's apprenticeship levy to enable entry into our employment pyramid, being named Employer of the Year in 2020 by Rotherham and North Notts College and Highly Commended in 2024 and 2026. We also have a clear model for delivering the Early Career Teacher Framework, supporting both our Early Career Teachers and their Mentors.

The Trust has the Enterprise Learning Institute, drawing together much of the expertise available across our academies and published in the annual prospectus.

We have continued to deliver our future leaders programme - Generation NeXt - which is offered to aspiring senior leaders in conjunction with the national professional qualifications that staff are encouraged to access via our Teaching School Hub partnerships. We are also a contributing member of the Yorkshire 100 initiative, a partnership with MATs from across the Yorkshire & Humber region and the Reach Foundation, seeking to develop the next 100 Headteachers for the most challenging schools in our state education system.

We continue to have a close working relationship with local education networks and we also work closely with regional universities. We deliver a bespoke level 3 apprenticeship programme for our teaching assistant workforce, in partnership with Waterton Academy Trust and we are also a professional partner with the National Institute of Teaching, offering a bespoke teacher training route. The Trust also funds membership of the National College, providing access to their plethora of online learning materials for our workforce.



Employment enablement



Whilst good industrial relations is in the DNA of our Trust, we also have formal systems established to ensure that this remains in place. The Trust expects both teaching and non-teaching staff to have representation on local governance, with two staff governor positions enshrined in our terms of reference, and we actively seek to fill any and all vacancies as they emerge. These local governors are also invited to come together once a term to attend our Staff Parliament, chaired by the Trust Head of Human Resources.

The Trust places high value on the role that Trades Unions play in supporting employee voice and wellbeing. That is why we choose to pay for facilities time to allow local reps to continue to work with members in all the areas we operate schools. As a result, our staff can collaborate with union representatives and raise concerns with leaders at the earliest possible point so that issues can be resolved quickly and effectively.

The Trust is a signatory of the Care Leaver Covenant, which states our commitment to ensure that former looked after children have the offer of help and support to make the transition into the working world, and we have tasked our trading subsidiary - Nexus Services Group - with proactively recruiting care leavers in our supply bank, Your Education Professionals. We have also sought to establish partnerships with our local authority leaving care teams, so that we can provide greater in-reach to better facilitate and enable care leavers in making that first step on the career ladder.



Connecting our academy workforce



Whilst every employee in our academies is employed by Nexus MAT, we recognise that individuals usually opt to join a school community because they want to work in that setting with the children and staff there. As such, we never force staff to move around the Trust.

However, our employee opinion survey reinforced the message that our staff want to have more opportunities to work with colleagues from across our academies and to consider things like secondments to other schools in the Trust. We have also used our trading subsidiary, Nexus Services Group, to establish Your Education Professionals, our own contingent (supply) workforce offer, which has massively reduced agency costs for our schools whilst simultaneously driving up quality and providing another entry point into a Nexus MAT employment offer.

Through 2025-26, as in previous years, we facilitated a number of secondments and will continue to provide these opportunities in future. We also have a weekly jobs bulletin that is shared with all staff, outlining all opportunities across our schools.

In September 2023 we established our professional learning communities, building on our subject network groups and bringing staff together from across the Trust around a common area of expertise or curriculum. In June-July 2026 we held a month long “Festival of Fun” to commemorate the Trust’s tenth anniversary, with our schools marking this milestone in their own personalised way. Due to the hot weather, we had to cancel our primary Olympics this year, but our secondary Olympics took place successfully at the English Institute of Sport in mid June.





A commitment to employee happiness

Our employee opinion surveys told us that staff feel well supported and cared for, but this is an area of work where we will remain restless in our pursuit of being the best we can be. The Trust continues to commit to the Education Staff Wellbeing Charter, which helps ensure we are using an objective framework, developed by government and unions, to measure ourselves against.

The Trust was the lead MAT nationally for the government's Flexible Working Ambassador programme for special schools, a commission we successfully completed in March 2026. This means we had the opportunity to work with other schools and trusts across England to support them in doing more to enable and facilitate flexible working.

The Trust has - since 2022 - commissioned an Employee Assistance Programme, which provides all staff with a range of support interventions and resources. Employees have access to Westfield Health service with its extensive rewards benefits platform, the wellbeing service and app, and enjoy discounted rate access to the voluntary health cash plan. We have also launched a "Menopause Champion" initiative, working with the charity "women of a certain stage".

The Trust has adopted the "blue light card" discount scheme which other parts of the public sector have access to, and we have enhanced our "cycle to work" scheme to improve physical wellbeing and progress our green strategy.



