



nexus

Multi Academy Trust

Learning together to be the best we can be



GENDER PAY GAP REPORT

1st April 2020 - 31st March 2021

Published March 2021

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 2021.

For salaries we used a snapshot date of 31 March 2021. The relevant pay period was our March 2021 payroll.

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



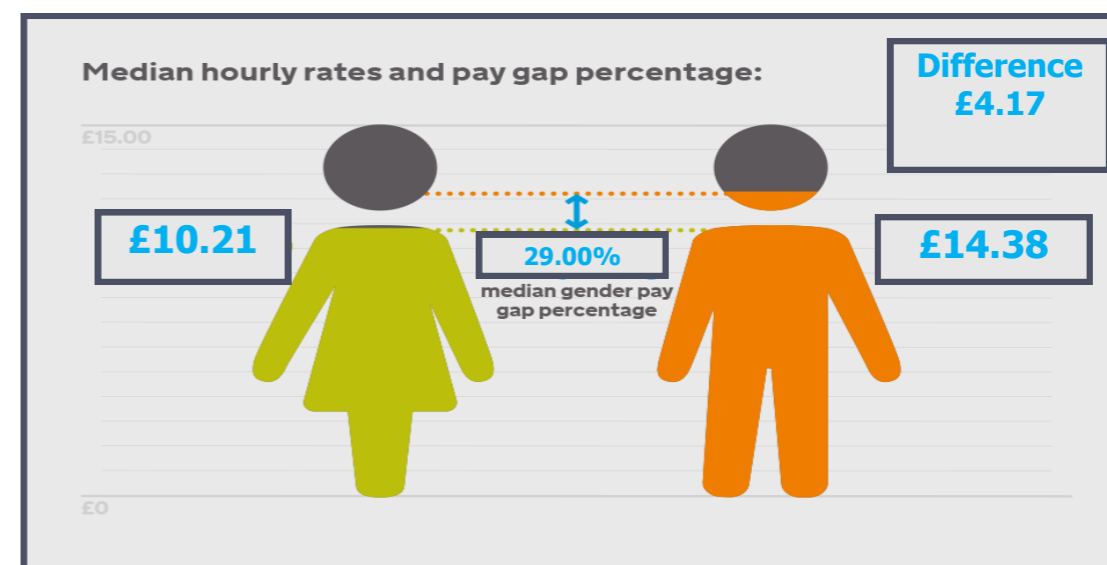
2. GENDER PAY GAP DATA

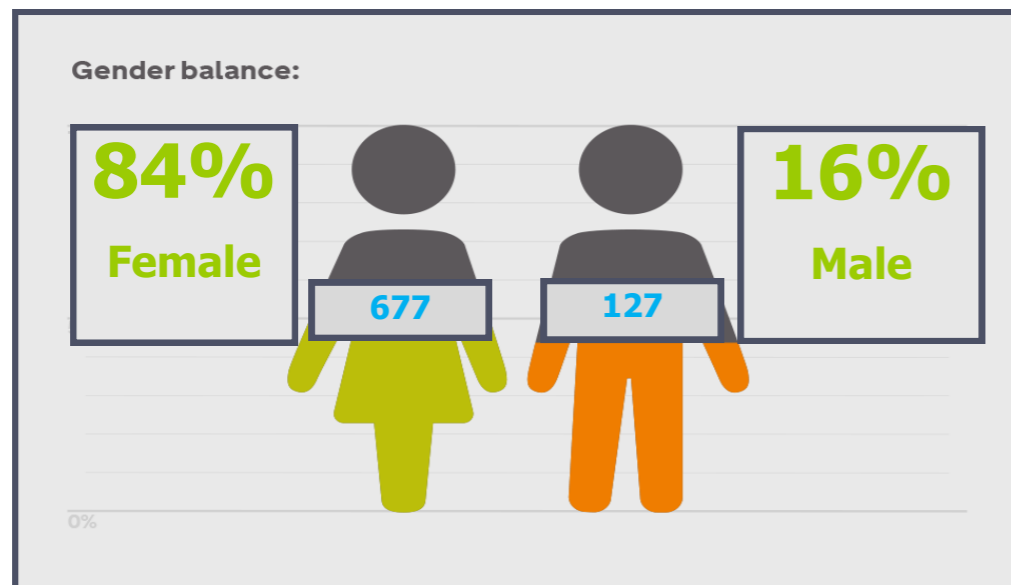
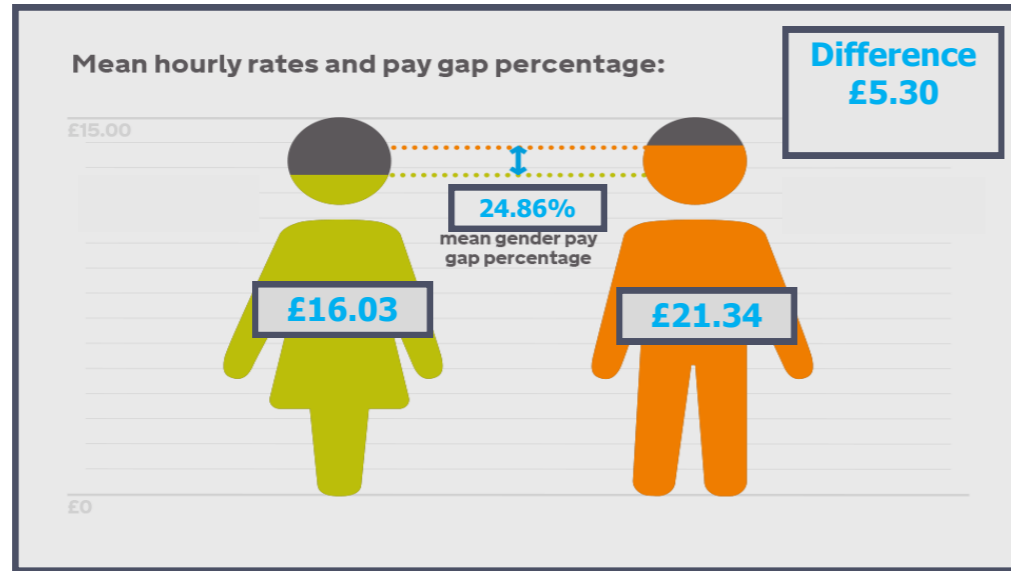
Nexus MAT follows the standard public sector approach to pay and grading. All posts sit within either National Joint Council (NJC) spinal point 02 up to Extended (Principal) Officer grades or Teacher Pay scales, which range from unqualified (UQ1).

Headteachers may award an additional payment, via a Teaching & Learning Responsibility (TLR), to a teacher for undertaking a sustained additional responsibility in the context of the school staffing structure, for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable through the Trust appraisal process.

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, work rated as equivalent and work of equal value. 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.

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. More detail 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 data supplied is correct for all staff in post with Nexus on 31 March 2021. At this point in Nexus there were 804 staff in post.

Quartile	Male	Female	TOTAL	Male	Female
Upper	52	149	201	26%	74%
Upper Middle	35	166	201	17%	83%
Lower Middle	16	185	201	8%	92%
Lower	24	177	201	12%	88%
TOTAL			804		



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 the period 01.04.20 - 31.03.21, 2 additional academies joined the Trust and the Trust opened a new school: bringing an increase in staffing. Our employee numbers rose from 692 employed individuals to 804, a 16.3% increase in employees.

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. In 2020/21, the average woman earned 29.00% less than the average male on median and the average woman earned 24.86% less than the average male on mean.

This gap is partly explained by the high representation of women in roles in the lower middle and lower quartiles of pay (92% and 88%, respectively). Our working hypothesis for this is that our academies offer teaching assistants with working hours and holiday periods that are helpful for balancing work with child care. It is understood that many of our teaching assistant workforce have young families and employees have sought out these roles as they are the primary carer for their families. This hypothesis was confirmed in our 2020 employee opinion survey.

Nexus MAT also has a high proportion of female employees in the Upper Middle and Upper pay quartiles (83% and 74%, 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 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, 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 they can be and to progress, whether to more senior roles, or other roles across Nexus MAT. 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 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 pupils 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
Accounting Officer (CEO)