



GENDER PAY GAP REPORT

1st April 2017 - 31st March 2018

Published March 2019

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 2018.

For salaries we used a snapshot date of 31 March 2018. The relevant pay period was our March 2018 payroll.

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



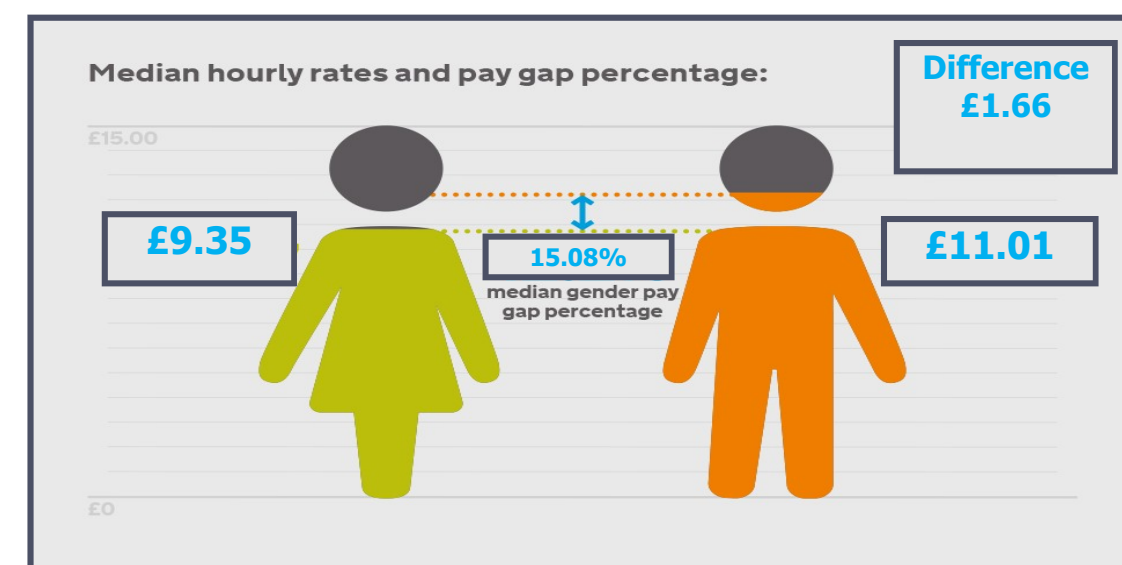
2. GENDER PAY GAP DATA

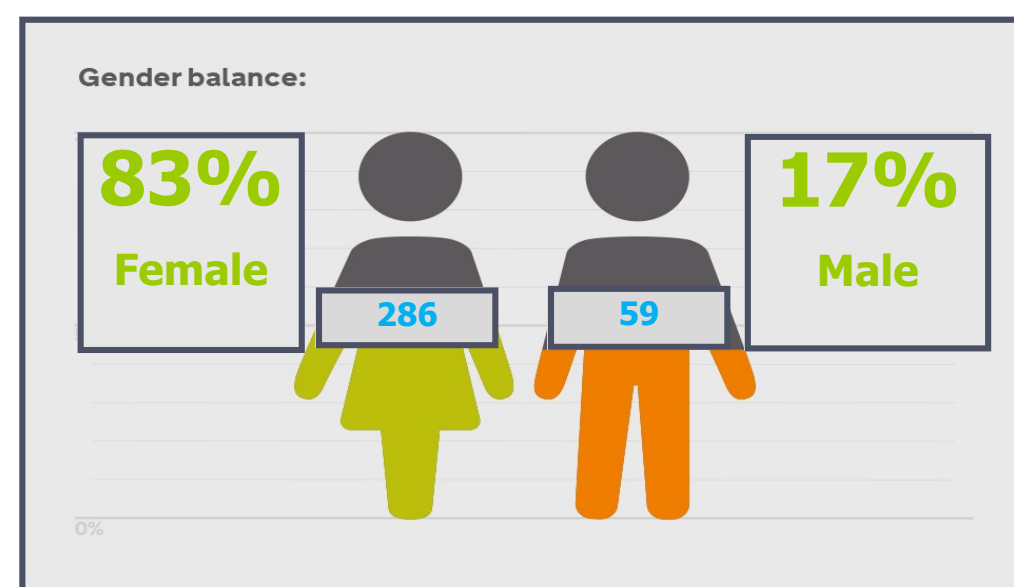
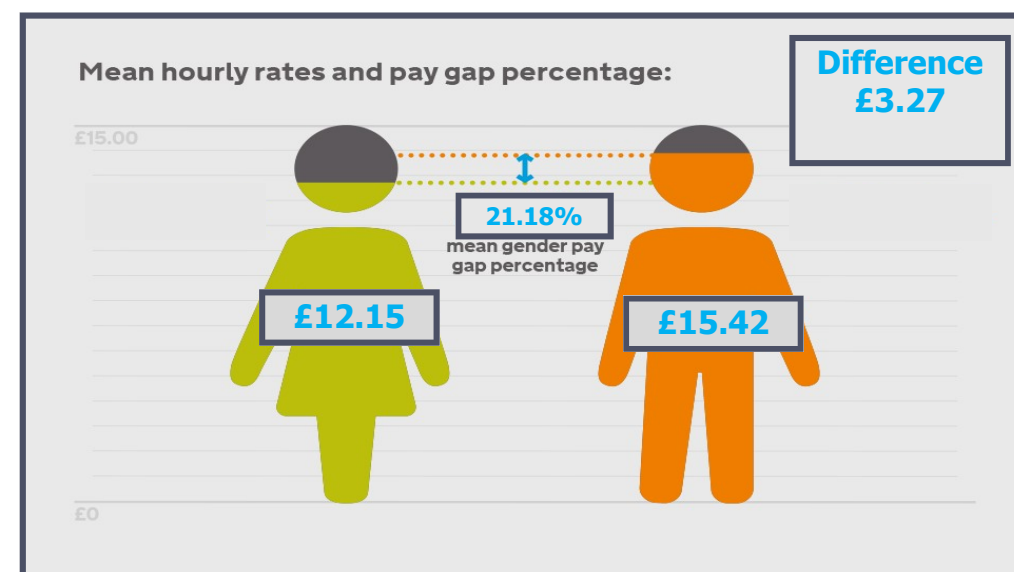
Nexus follows the standard public sector approach to pay and grading. All posts sit within either National Joint Council (NJC) Bands A (Living Wage) to Extended (Principal) Officer grades or Teacher Pay scales, which range from unqualified (UQ1) to level 43 the top of the pay scale.

The Local Governing Body 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, 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.

The Trust headquarters are in Rotherham. 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 data supplied is correct for all staff in post with Nexus on 31 March 2018. At this point in Nexus there were 345 staff in post.

Quartile	Male	Female	TOTAL	Male	Female
Upper	25	61	86	29%	71%
Upper Middle	14	73	87	16%	84%
Lower Middle	9	77	86	10%	90%
Lower	11	75	86	13%	87%
TOTAL			345		

4. TRENDS AND ANALYSIS

Nexus MAT first published Gender pay Gap data in April 2018, relating to data as at 31.3.17. 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 1.4.17 - 31.3.18 the Trust grew by an additional school (a 33% increase on the Trust's institutional size) and all of our academies saw an increase in pupil numbers bringing with it an increase in staffing. Our employee number rose from 239 employed individuals to 345, a 44% 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 2017, the average woman earned 16.1% less than the average male, against a national median of 9.9%. Nexus was one of 78% of companies nationally with a pay gap which appeared to favour men.

Whilst 16.1% is too high, this was lower than the national education average of 20%.

This gap is partly explained by the high representation of women in roles in the lower middle and lower quartiles of pay (90% and 87%, respectively). One 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 anecdotally 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 needs to be researched in greater detail though to test this hypothesis and draw more certain conclusions.

However, Nexus also has a high proportion of female employees in the Upper Middle and Upper pay quartiles (84% and 71%, respectively).

Compared to the previous reporting period, Nexus MAT has seen a reduction in the median pay gap of 0.3%, though the mean hourly pay gap has increased by 1.6%. The Trust has seen an increase in male employees (17%, compared to 15% in the previous year) with there being a 4% increase in the number of men paid in the upper quartile and a 4% reduction in women. This 8% movement goes some way to rationalising the increased gap in mean pay.



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 will also undertake 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.

