



**GENDER PAY GAP REPORT**  
**1st April 2021 - 31st March 2022**

Published March 2023

## 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 2022.

For salaries we used a snapshot date of 31 March 2022. The relevant pay period was our March 2022 payroll.

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



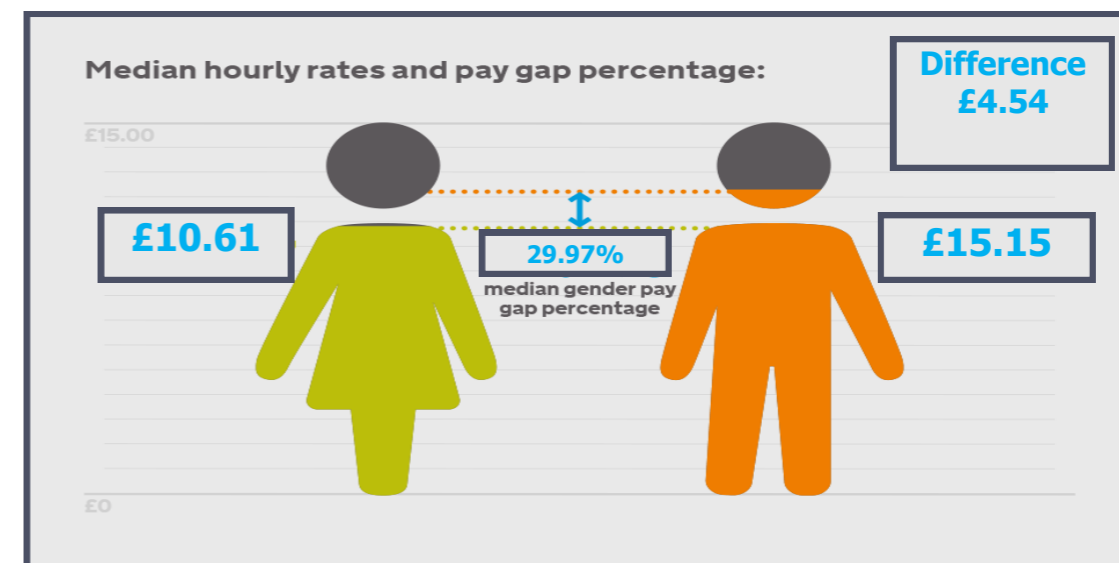
## 2. GENDER PAY GAP DATA

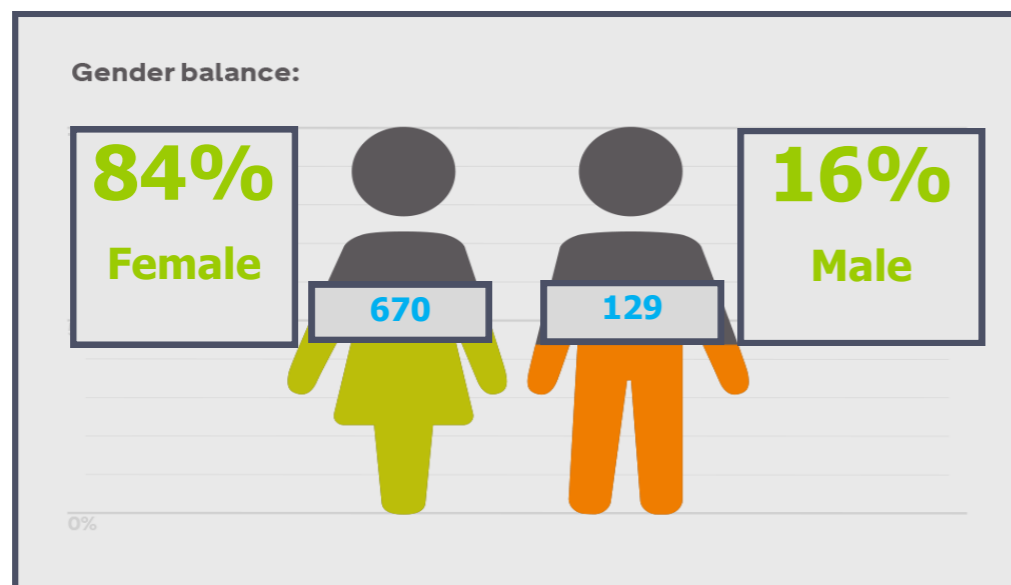
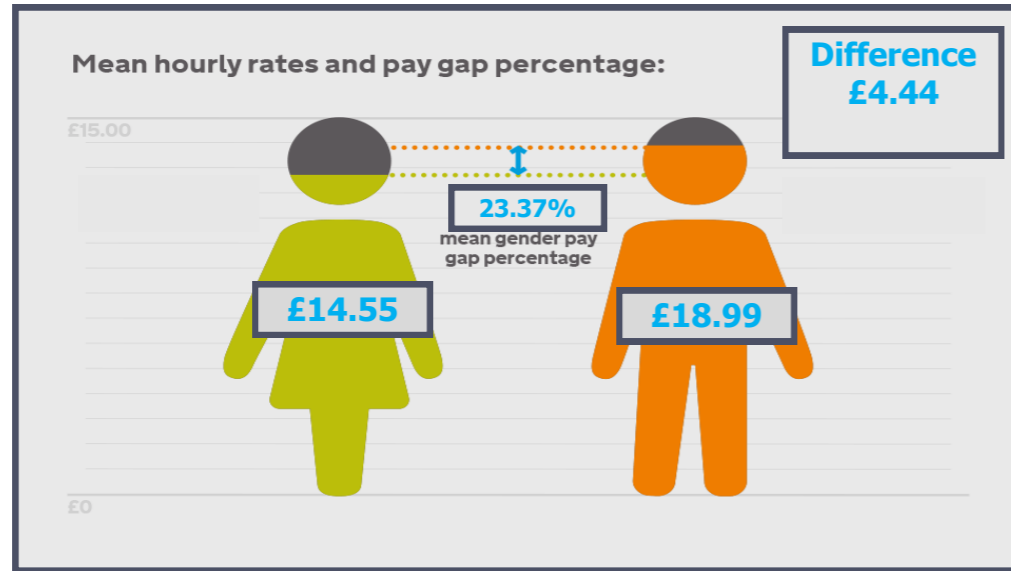
Nexus follows the standard public sector approach to pay and grading. All posts sit within either National Joint Council (NJC) Bands A (Living Wage) to Extended (Principal) Officer grades or Teacher Pay scales, which range from unqualified (UQ1) to level 43 the top of the pay scale.

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](http://www.Nexusmat.org)





### 3. WORKFORCE DEMOGRAPHICS & GENDER PAY QUARTILES

The gender pay gap analysis is based on 799 staff in post with Nexus on 31 March 2022.

Quartile	Male	Female	TOTAL	Male	Female
<b>Upper</b>	55	144	199	28%	72%
<b>Upper Middle</b>	31	167	198	16%	84%
<b>Lower Middle</b>	16	182	198	8%	92%
<b>Lower</b>	27	177	204	13%	87%
<b>TOTAL</b>			799		



#### 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.

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 2021-22, the average woman earned 29.97% less than the average male on median and the average woman earned 23.37% 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 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 hypothesis has been tested in our employee opinion survey, and evidence suggests this is correct.

However, Nexus also has a high proportion of female employees in the Upper Middle and Upper pay quartiles (84% and 72%, 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.

##### 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, CEO**