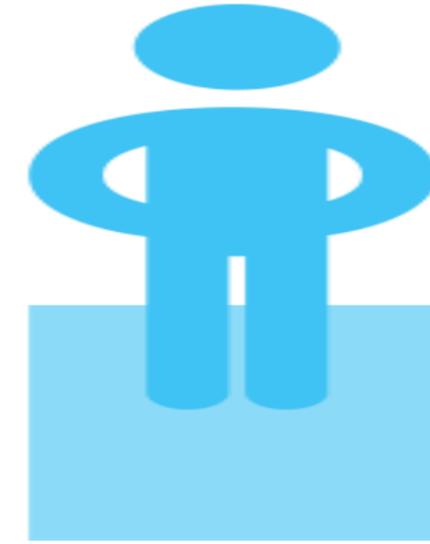


nexus

Multi Academy Trust



GENDER PAY GAP REPORT

Published March 2018



1. INTRODUCTION

We believe that transparency, reporting and monitoring are essential ingredients in tackling any inequality which is revealed through examining pay gaps. This is why we have published our data with a greater examination of our gender pay gap, to enable us to identify areas that we are able to change in order to strive towards eliminating the gender pay gap.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

This report fulfils the Government's reporting requirements; analyses the figures in more detail; and sets out what we are doing to close the gender pay gap in our organisation.

Our figures are slightly higher than the national UK average mean hourly pay gap of 18.1%. It must be remembered, though, that headline figures tell only a small part of the story and that we must consider the full demographics of Nexus MAT to ensure that we are tackling the factual issues and not any preconceived ideas of where there may be pay gaps.

We are also taking the time to recognise some of the great work we already do to develop our people of all grades. We currently offer excellent flexible working arrangements, with some staff taking the opportunity to work part-time. We will continue to promote this flexible working attitude taking into consideration business need, work-life balance and caring responsibilities.

We also have a wide array of talent and

Leadership skills training is available to all our colleagues, not just those in senior management grades, and we will continue to encourage our people to take advantage of development activity.

The Audit & Finance Committee of Nexus MAT holds the delegated responsibility from the Trust Board for overseeing the publication and analysis of Nexus Gender Pay Gap data and this report will be updated annually.

We should recognise that more than 50% of our workforce is made up of Teaching Assistants, Lunchtime Supervisors and Apprentices. As we continue to ensure that they are paid the Living Wage, and provide fair terms and conditions which match those of Local Authorities, this may always mean we have a headline gender pay gap figure bigger than other MATs, given our high proportion of support staff in our special needs academies.

We are taking this opportunity to look at what is driving our gender pay gap, consider any underlying issues and respond to these over the coming year.

Warren Carratt
Chief Executive Officer
Nexus Multi Academy Trust

2. OVERVIEW

Earlier this year, 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 2017. At this point, Pennine View had not joined Nexus Trust, so their data is not included in our analysis. For salaries we used a snapshot date of 31 March 2017. The relevant pay period was our March 2017 payroll.

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

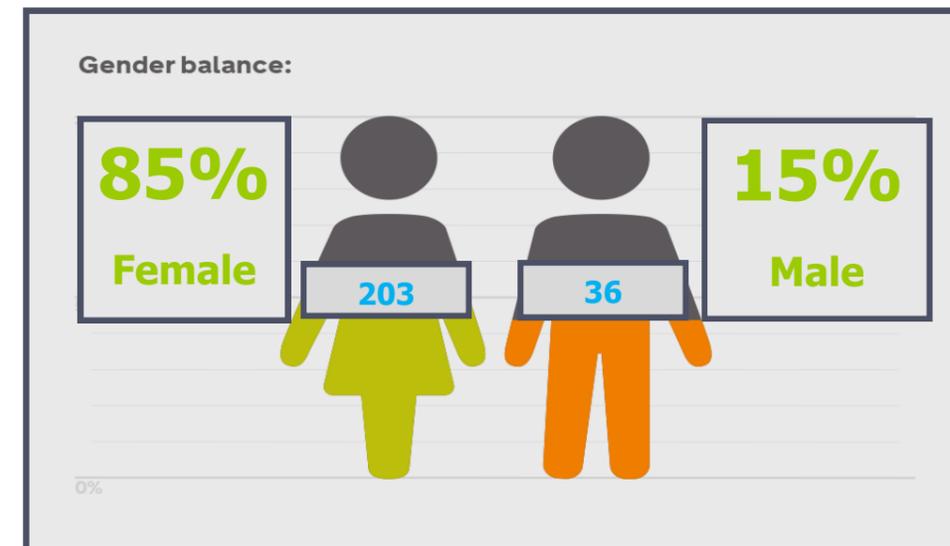
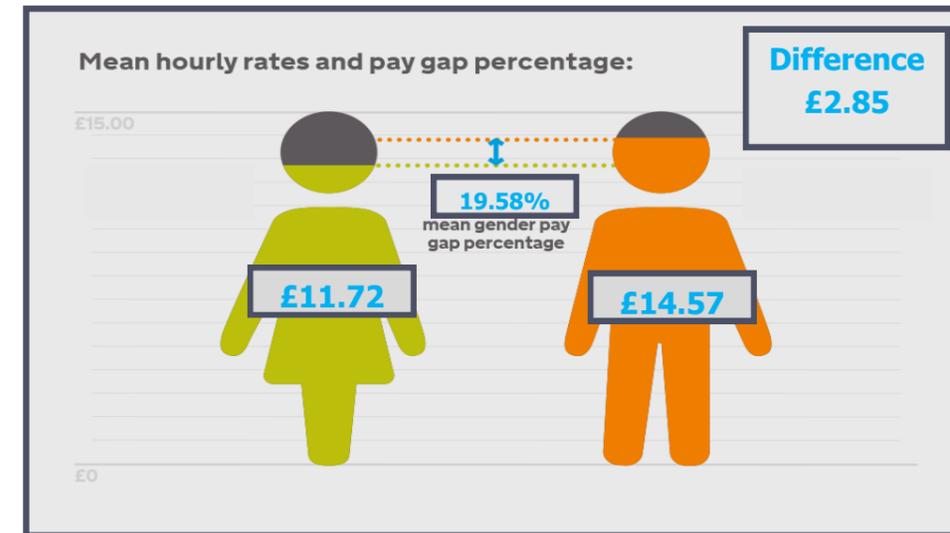
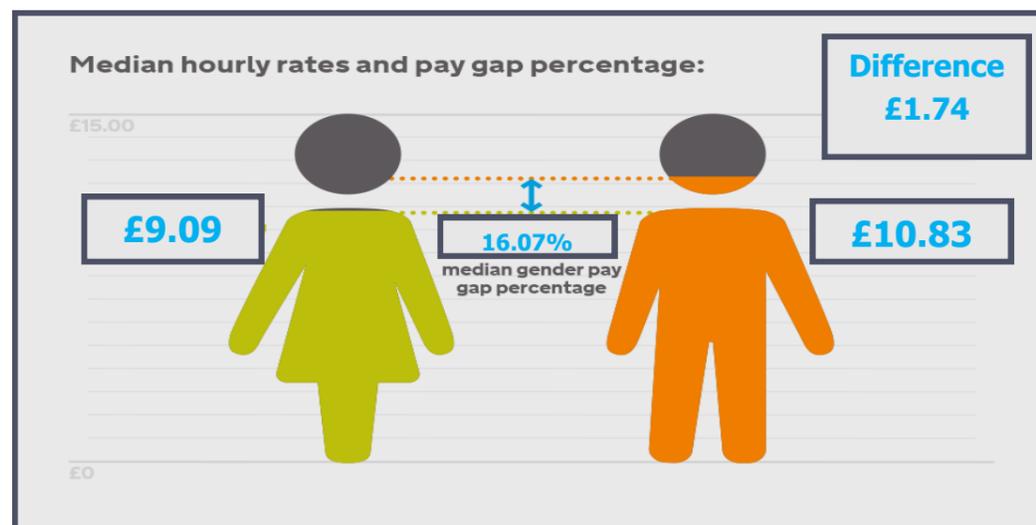


3. GENDER PAY GAP DATA

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 Band L 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.

Our 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





4. GENDER PAY GAP ACTIONS

Nexus MAT supports the fair treatment and reward of all staff irrespective of gender. 75% of the senior management of Nexus academies are women (see Gender pay quartiles table on opposite page). 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 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 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.

Recruitment & Selection

We will carry out a thorough and robust review of the recruitment and selection practices across Nexus MAT to establish potential areas for improvement.

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 carry out a thorough and robust review of the performance management system within Nexus MAT to establish potential areas for improvement.

5. WORKFORCE DEMOGRAPHICS & GENDER PAY QUARTILES

Quartile	Male	Female	TOTAL	Male	Female
Upper	15	46	61	25%	75%
Upper Middle	10	50	60	17%	83%
Lower Middle	6	55	61	10%	90%
Lower	5	52	57	9%	91%
TOTAL			239		

The gender pay gap data supplied is correct for all staff in post with Nexus on 31 March 2017. At this point in Nexus there were 239 staff in post.

