

Nishkam School Trust  
 Gender Pay Gap Report – 31 March 2022

**Pay gap % difference in mean and median hourly rate of pay male to female**

All Full Pay Relevant Staff

	Male	Female	Difference	%
Mean	28.3	23.1	5.2	18.37%
Median	25.77	23.71	2.06	7.99%

**Pay gap % difference in mean and median bonus pay male to female**

	Male	Female	Difference
Mean	N/A	N/A	N/A
Median	N/A	N/A	N/A

**Proportion of male and female employees according to quartile pay bands**

All Full Pay Relevant Staff

	Lower Quartile	Upper Lower Quartile	Lower Upper Quartile	Upper Quartile
Male	8	10	9	19
Female	58	56	57	47
%	51%	49%	50%	41%

### Supporting Narrative

Across the Trust 83% of staff are female. In the lower quartiles, they carry out vital roles in our schools such as lunchtime supervision, classroom assistance and administration. On average in the lower quartiles, females earn more than males although the difference is not statistically significant. Of the employees in the upper quartile, 71% are female. The predominance of female employees in lower paid roles has a substantial impact on the pay gaps. One option to address this is to attract more male employees into these roles. To do so would be challenging given the nature of the roles and their part time hours.

Although we have an apparent pay gap between the average for males and females, we do not believe pay inequality exists within the Trust as we follow national terms and conditions for teaching staff and apply the principals of equal pay through a job evaluation scheme for support staff. Female and Males are therefore paid equally for the same role, in proportion to their experience.

### Supporting Statement

I confirm that the information published here is accurate.

Signature:



Date: 28/03/2023

Status/Position: CEO (Nishkam School Trust)