

Nishkam School Trust
 Gender Pay Gap Report – 31 March 2024

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

All Full Pay Relevant Staff

	Male	Female	Difference	%
Mean	33.74	28.92	4.82	14.29%
Median	31.13	27.76	3.37	10.83%

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	11	18	20
Female	72	69	62	61
%	90%	86%	78%	76%

Supporting Narrative

Across the Trust 82% of staff are female. In the lower quartile 90% are women who 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, 76% 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.

At NSMAT we have in place safeguards to ensure equal pay for work of equal value. For Teaching staff, we follow the national pay structure for those paid on both the main teachers pay scale and those paid on the leadership scale. Teachers are paid based on their length of service and progression through the main scales. Headteachers salaries are paid based on their group size which determines the salary range for the school rather than the individual. All other leadership roles are set with a differential as laid out by the School Teacher Pay and Conditions Document and is equal across the schools with the same group size.

NSMAT have in place a recognised Job Evaluation scheme for the determination of Support Staff salaries which is proven method to ensure equal pay for work of equal value. All staff are paid same grade for like work, which is determined by the JE score for the role.

There may in instances where there is a difference in hourly rates across both sets of staff, but this is only based on their length of service, which is a justifiable rationale, as long as the grade they are paid on is equivalent. Therefore, there are no instances where men are paid more than women for carrying out the same job role. 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: 26/03/2025

Status/Position: Chief Executive Officer