



Gender Pay Gap Report – 31st March 2025

Nishkam Schools Multi-Academy Trust

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

All Full Pay Relevant Staff

	Male	Female	Difference	%
Mean	£26.67	£22.42	£4.25	15.92%
Median	£23.65	£21.89	£3.37	7.42%

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	6	9	24	21
Female	86	83	68	70
%	93.4%	90.2%	73.9%	76.9%



Nishkam Schools multi-academy trust



Supporting Narrative

The gender pay gap results reflect the composition of the workforce. While the Trust demonstrates strong female representation across all pay quartiles, including the upper quartile, the presence of a mean pay gap suggests that a relatively small number of higher-earning male employees are influencing average earnings.

In comparing our 2025 data to the previous year, there has been a significant reduction in our median gender pay gap, which fell from 10.83% to 7.42%. This improvement demonstrates that pay for the majority of our workforce is becoming more aligned. While our mean pay gap saw a marginal increase of 1.63%, this is largely attributable to a further increase in female representation within our lower pay quartile. As these vital support roles are predominantly held by women, they continue to show lower average female hourly rates. 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.

It is positive to note that the median gender pay gap is significantly lower than the mean gap. This indicates that pay is more evenly distributed across the majority of the workforce, with disparities more likely concentrated in a smaller segment of senior or positions.

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.



Nishkam Schools
multi-academy trust



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: 

Status/Position: Chief Executive Officer

Date: 26th March 2026