



## Gender Pay Reporting Statement

March 2020



### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	



At The Sigma Trust, we use pay scales for all teaching staff that align to the nationally agreed Schoolteachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services) and local variations for grades. Our s