





A dark green line consisting of three segments, showing an overall upward trend. The line starts at a low point on the left, rises slightly to a second point, then rises more steeply to a third point, and finally rises slightly again to a fourth point on the right.

Point	X-Coordinate (approx)	Y-Coordinate (approx)
1	357	905
2	495	895
3	630	855
4	766	835



## Our objectives to eradicating our Gender Pay Gap

The Sigma Trust is committed to improving our gender pay gap and aims to achieve this by:

- › Continuously updating our guidance and policies to help line-managers ensure those returning from maternity/adoption leave feel supported and welcomed.
- › Taking targeted action as part of the annual pay increase and the creation of new roles through the NJC job evaluation process to ensure pay differences in grades are reduced where possible.
- › Reviewing our recruitment processes, anonymising the application process to reduce unconscious bias.
- › Ensuring that gender equality is a central point in the creation of our Equality Policies.