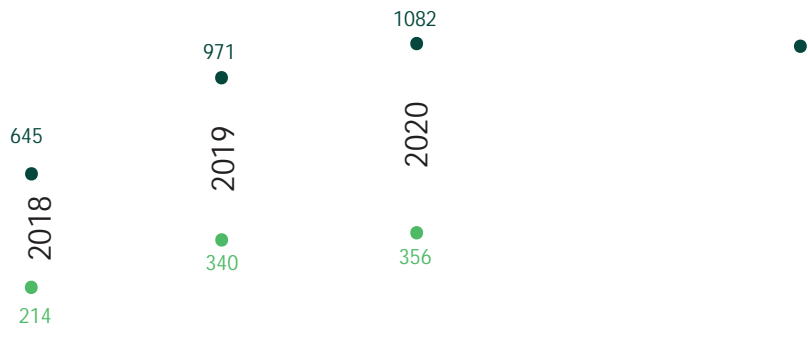
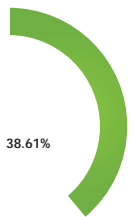
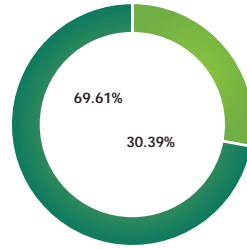
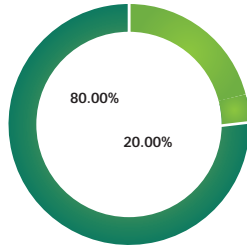


The image features a dark teal background with a large, light teal geometric graphic. This graphic consists of two overlapping trapezoidal shapes that meet at a central point, creating a diamond-like intersection. The top-left and bottom-right shapes are a lighter shade of teal, while the top-right and bottom-left shapes are a slightly darker shade. The overall effect is a modern, minimalist design.

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Supportive Statement

I confirm that the information provided in this report has been obtained from our payroll data as at the 31st March 2022.

Signature: Lyn Wright

Date: 15/04/2023

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Status/position: Chief Executive Officer

Supporting narrative

The Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities. We have written policies in place to ensure pay and promotion opportunities are fairly distributed based on robust and evidenced skills and experience to undertake the tasks relevant of their gender.

At The Sigma Trust, we use pay scales that align to the nationally agreed Schoolteachers' Pay and Progression Framework on an annual basis. For non-teaching support staff we use the National Joint Council for Local Government Services pay scales through the pay scales for their grade based on their skills and experience. Meaningful earnings are based on performance and experience.

As a Trust, we have a diverse workforce and staff are of various ethnicities and nationalities. The composition of our workforce is as follows:

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 and upskilling line managers to reduce unconscious bias.
- › Ensuring that gender equality is a central point in the creation of our Equality Policies.