

GENTØEI

SIGMA TRUST

Gender Pay Reporting Statement

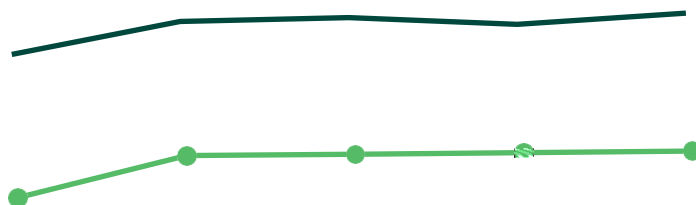
March 2023/24

Trust data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, The Sigma Trust is required to measure and report on the gender pay gap in our organisation.

At the time of reporting, The Sigma Trust had twelve mixed phased academies, an Initial Teacher Training Scheme and a central office.

The Trust employs all staff working within our academies and our





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 and upskilling line managers to reduce unconscious bias.

Ensuring that gender equality