



Gender Pay Reporting Statement

March 2020

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 nine mixed phased academies, an Initial Teacher Training Scheme and a Head Office.

The Trust employs all staff, with a Head Office function, which supports areas such as Finance, HR, Payroll, Estate Management, School Improvement and Governance.

Under the regulations, there is a requirement to report on the following six measures:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- mean bonus gender pay gap (if relevant).
- median bonus gender pay gap (if relevant).
- proportion of males and females receiving a bonus payment (if relevant).
- proportion of males and females in each pay quartile.

Snapshot date: 31st March 2019
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All Employees

Gender balance of relevant workforce

	Total Number	%
Male employees	340	27.0%
Female employees	917	73.0%

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	22.8%	41.9%

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)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	14.4%	21.6%	32%	39.7%
Female (% females to all employees in each quartile)	85.6%	78.4%	68%	60.3%

Supporting statement

I confirm that the information provided in this report has been obtained from our payroll data as at the 31st March 2019.

Signature: Jeff Brindle Date: 23rd March 2020

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 required role irrelevant of their gender.



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 staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

As a Trust, 52.6% of our employees are support staff and 80% of these staff are female. The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce, as opposed to pay inequalities.

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.