



GENDER PAY GAP REPORT MARCH 24



SIGMA TRUST

www.sigmatrust.org.uk

Gender Pay Reporting Statement

March 2024/25

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 central office. The central office function supports our academies by providing School Improvement, Finance, HR, Payroll, IT, Data, Estate Management, and Governance.

The Sigma Trust has seen rapid growth since its formation in September 2016 and has increased employment of staff year on year. This is demonstrated in our 2017 gender pay report where the Trust had 738 employees in scope in comparison to the current 1552 as at this reporting point of March 2024.

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 2024
Number of Employees in Scope 1552

All employees

Gender balance of relevant workforce



Number of Employees in scope at each annual reporting point



Difference in mean and median hourly rate of pay and bonus pay

Difference in male and female	Mean (average)					Median (middle)				
	Gender Hourly Pay Gap	2024 22.06%	2023 24.42%	2022 23.62%	2021 24.04%	2020 24.98%	2024 41.01%	2023 42.4%	2022 44.3%	2021 43.51%
Gender Bonus Pay Gap	2023 N/A	2022 N/A	2021 N/A	2020 N/A	2019 N/A	2023 N/A	2022 N/A	2021 N/A	2020 N/A	2019 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

Difference in mean and median hourly rate of pay for Teachers and Support

Difference in male and female Teachers	Mean (average)		Median (middle)		Difference in male and female Support	Mean (average)		Median (middle)	
	Gender Hourly Pay Gap	2024 6.89%	2023 9.19%	2024 7.35%		2023 10.33%	Gender Hourly Pay Gap	2024 10.75%	2023 11.33%

Supportive Statement

I confirm that the information provided in this report has been obtained from our payroll data as at the 31st March 2024.

Signature: Lyn Wright

Status/position: Chief Executive Officer

Date: February 2025

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, 54.8% of our employees are support staff and over three quarters 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 and upskilling line managers to reduce unconscious bias.
- › Ensuring that gender equality is a central point in the creation of our Equality Policies.