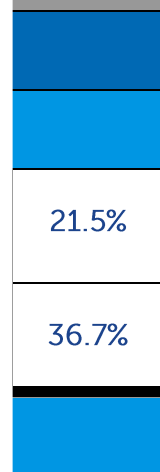


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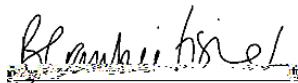


## Statement

While there are no specific metrics to measure the gender pay gap, the gender pay gap is a reflection of the employee demographics. Female employees make up almost 80% overall, and there is a substantial gender skew in lower salaried support staff roles which are historically predominantly occupied by females, such as lunchtime supervisors, cleaners, catering staff and teaching assistants. This gender skew therefore significantly impacts the gender pay gap.

The Wade Deacon Trust is committed to the promotion of equal opportunity and diversity in recruitment, the fair treatment of all staff irrespective of gender through our transparent processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales, and our male and female staff are paid within the same pay band for the same job role. Teaching staff are paid in line with the School Teachers Pay and Conditions Document. Support staff are paid using the National Joint Council for Local Government Services pay scale. Staff are not eligible for bonuses or discretionary payments, therefore the gender pay gap is irrespective of gender.

No bonuses were paid to staff at Wade Deacon Trust.



Brian Crombie-Fisher

HR Director

10<sup>th</sup> March 2023