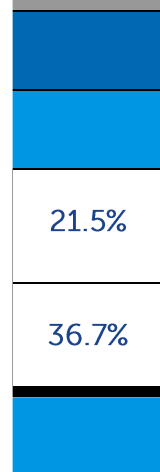


Specific
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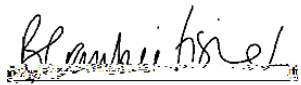


Statement

While the overall workforce is diverse, notably the professions of marketing and human resources, the majority of the employee demographics are female. 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. Consequently, the gender diversity of the workforce therefore significantly impacts the overall gender pay gap.

The Wade Deacon Trust is committed to the promotion of equal opportunities and a positive recruitment and retention of all staff irrespective of gender through our transparent recruitment and application process of 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 also entitled to the same benefits and pension contributions irrespective of gender.

No bonuses were paid to staff at Wade Deacon Trust.



Brian Crombie - HR Director

HR Director

10th March 2023