

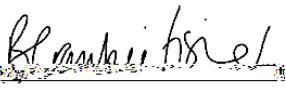


**Statement**

While the overall workforce is diverse, notably the professions market has historically had a higher proportion of female employees. 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 therefore significantly impacts the overall gender pay gap.

The Wade Deacon Trust is committed to the promotion of equal opportunities and a merit-based recruitment process for 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 Order 2012. Support staff are paid in line with the National Council for Vocational Qualifications pay scale. Staff are also eligible for the same pension and other benefits as their male counterparts irrespective of gender.

No bonuses were paid to any staff within the Trust.

  
Brian Crombie  
HR Director  
15<sup>th</sup> January 2025