The Wulfruna Partnership Trust

Gender Pay Gap Statement

Reporting Year: 2025 - 2026
Approved By: Board of Trustees
Review Date: October 2026

Gender Pay Gap Statement

Introduction

The Wulfruna Partnership Trust is committed to promoting equality, diversity, inclusion and fairness across all aspects of employment. We are dedicated to ensuring that all employees are treated equitably regardless of gender, ethnicity, disability, age, religion, sexual orientation, marital status or any other protected characteristic.

The Trust recognises the value of a diverse workforce and is committed to providing equal opportunities in recruitment, pay, professional development and career progression.

Legislative Context

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with **250 or more employees** on the relevant snapshot date are required to publish annual Gender Pay Gap information.

As an employer with **fewer than 250 employees**, The Wulfruna Partnership Trust is **not legally required** to calculate, publish or report Gender Pay Gap data.

Trust Position

The Wulfruna Partnership Trust currently employs fewer than 250 members of staff and therefore falls below the statutory reporting threshold.

Consequently, the Trust is not required to:

- Publish mean gender pay gap data;
- Publish median gender pay gap data;
- Report bonus pay gap information;
- Publish proportions of male and female employees receiving bonuses; or
- Publish employee pay quartile data.

Whilst the Trust is exempt from formal reporting requirements, it remains committed to the principles of equal pay and fairness in employment practices.

Commitment to Equality

The Trust seeks to ensure that:

- Pay arrangements are applied fairly and consistently.
- Recruitment and promotion decisions are based on merit, skills, experience and suitability for the role.
- Staff have equitable access to training, development and progression opportunities.
- Employment policies support equality, diversity and inclusion across all schools and central services.
- Any concerns relating to equality or discrimination are addressed promptly and appropriately.

The Trust follows nationally agreed pay and conditions frameworks where applicable, including the School Teachers' Pay and Conditions Document (STPCD) and the National Joint Council (NJC) pay arrangements for support staff.

Monitoring and Review

Although formal Gender Pay Gap reporting is not currently required, the Trust will continue to monitor workforce composition and pay practices through its established governance, human resources and workforce planning processes.

Should the Trust's employee numbers reach the statutory reporting threshold in future years, it will comply fully with all legislative requirements relating to Gender Pay Gap reporting.

Approval

This statement will be reviewed periodically to ensure continued compliance with applicable legislation and best practice.

I confirm that the information provided in this statement is accurate.

Mrs H. Sarai

Chief Executive Officer