



Bonneygrove Primary School

Gender Pay Gap Statement

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Bonneygrove and Millbrook Primary School Federation

Introduction

The Bonneygrove and Millbrook Primary School Federation is committed to ensuring equality, fairness, and transparency in pay for all staff. We recognise the importance of addressing gender equality in education and supporting the professional growth of our workforce. While schools with fewer than 250 employees are not required by law to report on gender pay gaps, we have chosen to publish this statement as part of our commitment to openness and accountability.

Our Pay Principles

We ensure that:

- Pay scales follow nationally recognised frameworks, particularly the School Teachers' Pay and Conditions Document (STPCD) and Local Government pay structures.
- Decisions on pay progression are based on clear performance criteria, rather than gender or personal characteristics.
- Leadership opportunities, training, and promotion pathways are open and accessible to all staff.
- Pay policies are reviewed annually to ensure fairness, transparency, and compliance with equality legislation.

Workforce Context

- Our workforce includes teachers, teaching assistants, and support staff, the majority of whom are women, which is typical across the education sector in England.
- The use of nationally agreed pay scales helps ensure consistency and fairness across roles and responsibilities.
- Leadership roles within the Federation are accessible to both men and women, with decisions based solely on merit, skills, and experience.

Gender Pay Gap Data

At present, the Federation is not legally required to publish gender pay data as our total staffing falls below the statutory threshold. However, in line with best practice, we remain committed to monitoring any differences in pay and progression to ensure gender is not a determining factor.

Commitment to Equality

We are dedicated to:



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- Reducing barriers to career progression for all staff.
- Encouraging leadership development through mentoring, training, and CPD opportunities.
- Maintaining a culture of inclusion where staff feel supported and valued.
- Promoting diversity across all levels of the organisation.

Conclusion

The Bonneygrove and Millbrook Primary School Federation takes gender equality and fair pay seriously. We will continue to monitor, evaluate, and improve our policies and practices to ensure that all staff — regardless of gender — have equal access to opportunities, recognition, and reward.