

Pay Gap Statement

St Joseph's Roman Catholic Primary School

St Joseph's Roman Catholic Primary School is committed to equality, fairness and transparency in pay and to ensuring that employees receive equal pay for work of equal value.

The school operates nationally and locally agreed pay frameworks. Teaching staff are paid in accordance with the statutory Teachers' Pay and Conditions framework and the school's approved pay policy, while support staff are paid according to the National Joint Council (NJC) pay scales and agreed grading structures.

Pay is therefore determined by the role, responsibilities, grade and applicable pay scale, and not by an employee's gender.

The school is committed to:

- applying pay scales and progression arrangements consistently and fairly;
- ensuring there is no unlawful discrimination in decisions relating to pay, recruitment or progression;
- regularly reviewing its employment and pay practices to promote equality of opportunity; and
- ensuring that men and women undertaking equal work or work of equal value are treated fairly and equitably.

St Joseph's Roman Catholic Primary School is committed to maintaining a fair, transparent and equitable approach to pay for all employees.

This statement will be reviewed annually by the Governing Board of St Joseph's Roman Catholic Primary School.