



The Bosco Catholic Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation within the Trust. The Bosco Catholic Education Trust follows National and Sussex pay guidelines, for both teaching and support. The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

The Trust is growing rapidly at the moment as schools join the Trust. On 5 April 2022 the Trust employed 430 staff. On 5 April 2023 the Trust employed 536 staff. As a result, we do not consider that year on year comparisons are meaningful at the moment.

The Bosco Catholic Education Trust recognises its responsibilities and will continue to:

- ◁ Ensure that the recruitment, induction and career development processes across the Trust encourage all staff to progress their careers within the Trust.
- ◁ Encourage personal development and confidence to apply for promotion through our range of leadership courses, coaching, mentoring and sharing of good practice across Bosco schools and the Teaching School Hub.

We confirm that the above information has been prepared from our payroll data for the 2022-2023 tax year and fairly represents the Gender Pay Gap information for the Bosco Catholic Education Trust.

Signed:



Dave Carter
Chief Executive Officer



Paul Bilton
Chief Finance & Operations Officer