Gender Pay Gap 2024 – 2025

Snapshot date: 31st March 2024
Publication Date: December 2024

Overview

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all students.

The Gallery Trust currently has seven special academies located throughout Oxfordshire. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

Background

The Gallery Trust is an employer of more than 250 staff, we are required to publish details annually of the gender pay gap within the organisation

The information below was taken on 31st March 2024, as required within the legislation. Therefore, only schools and employees within the Trust at this time will be included in these figures, staff on maternity leave, long term sick or other leave which impacts on pay are not included.

Pay Data

Difference in hourly rate explanation

The fact that the mean and median averages of male hourly rates are greater than the same averages of female hourly rates does not indicate discrimination in the pay and employment practices of The Gallery Trust. It instead reflects that some roles are contracted to less hours per week and have fewer paid weeks (e.g. term time only roles), and these roles currently have a higher number of female employees, which is not unique to The Gallery Trust.

Difference in Hourly Rate

Women's mean hourly rate is 15.6 % lower than men's. In other words, when comparing mean hourly rate, women earn 84p for every £1 men earn

Women's median hourly rate is 26.8 % lower than men's. In other words, when comparing median hourly rate, women earn 73p for every £1 men earn

Pay Quartile explanation

The Gallery Trust has a higher proportion of female than male employees. At present, females make up 76.2% of senior positions within The Gallery Trust. The gender distribution is illustrated here by placing colleagues into four equal pay quartiles. This illustrates the proportion of male and female colleagues within each pay quartile across the whole of The Gallery Trust.

The Gallery Trust Pay Quartiles

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	76.2%	23.8%
Upper middle: 50-75% of full-pay relevant employees	76.0%	24.0%
Lower middle: 25-50% of full-pay relevant employees	89.1%	10.9%
Lower: 0-25% of full-pay relevant employees	93.0%	7.0%

Summary

The Gallery Trust is committed to ensuring equal pay for work of equal value and does not pay men and woman differently for performing the same or equivalent work. The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities. A bonus is not paid to staff.

The Trust Pay Policy is aligned to national terms for Teaching Staff and NJC terms for support/operational staff with reference to those statutory instruments and other conditions of service which affect pay and grading, including, as issued and revised:

- The School Teachers Pay and Conditions Document (The Document)
- The Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book')
- The NJC for Local Government Services National Agreement on Pay and Conditions of Service (the 'Green Book' for support staff)

Actions

We will:

- Ensure fair and equal pay is applied by monitoring and reviewing our pay policies
- Continuously seek to enhance and expand our Continuous Professional Development (CPD) offer to further support internal progression, regardless of gender
- Monitor and review our recruitment processes to ensure we attract the best possible candidates, regardless of gender

Robert Dunn | Finance & Operations Director | The Gallery Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Gallery Trust is required to carry out Gender Pay Gap Reporting