



# Gender Pay Gap

Snapshot date: 31<sup>st</sup> March 2025

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## Overview

The Gallery Trust is a Special Multi Academy Trust (MAT) which is dedicated to improving outcomes for learners with SEND in Oxfordshire. The Gallery Trust currently comprises seven special academies, with nearly 820 students on roll. The Trust will open a new free special school in Faringdon in January 2027. It employs nearly 450 highly skilled and experienced staff, including a strong professional business services team.

## 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 2025, 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 organisation operates a nationalised pay structure in which all employees are paid according to the same established pay scales. Pay rates are determined by grade and role rather than gender, and employees performing the same role at the same grade receive the same rate of pay.

The reported gender pay gap therefore does not arise from men and women being paid differently for the same work. Instead, it reflects the distribution of roles and working patterns across the workforce. Within the organisation, a higher proportion of women are employed in lower graded roles and in roles with fewer contracted hours. These positions are paid according to the same national pay scales but are typically at lower salary bands or involve part-time working arrangements. As a result, the overall average hourly pay for women is lower when compared with the average hourly pay for men across the organisation.

The gender pay gap reported is therefore primarily influenced by workforce composition rather than unequal pay practices. The organisation remains committed to ensuring fair and equitable pay through its nationalised pay framework and continues to review workforce structures and opportunities for progression across all groups.

## Difference in Hourly Rate

Women's mean hourly rate is 11.2 % lower than men's. In other words, when comparing mean hourly rate, women earn 89p for every £1 men earn.

Women's median hourly rate is 22.7 % lower than men's. In other words, when comparing median hourly rate, women earn 78p for every £1 men earn.

## Pay Quartile explanation

The Gallery Trust has a higher proportion of female than male employees. 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	Number of Females	Female %	Number of Males	Male %
Upper: 75-100% of full-pay relevant employees	78	78.70%	20	21.30%
Upper middle: 50-75% of full-pay relevant employees	68	72.30%	26	27.70%
Lower middle: 25-50% of full-pay relevant employees	82	87.20%	12	12.80%
Lower: 0-25% of full-pay relevant employees	85	89.50%	10	10.50%

## 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:

- Maintain fair and equal pay practices by undertaking regular pay audits, reviewing starting salaries and pay progression, and addressing any identified disparities in a timely and transparent manner.
- Strengthen governance around pay decisions by ensuring managers are supported with clear guidance and training on fair pay, reward, and progression practices.

- Enhance and broaden our Continuous Professional Development (CPD) offer by expanding access to development opportunities, mentoring, and leadership pathways to support internal progression for all employees, regardless of gender.
- Actively monitor participation and outcomes of CPD and progression opportunities to ensure equitable access and identify any barriers that may disproportionately affect particular groups.
- Review and refine recruitment processes to continue attracting a diverse and high-quality candidate pool, including reviewing job adverts, role design, shortlisting, and interview practices to reduce potential bias.
- Monitor recruitment and promotion data by gender to better understand trends and take action where imbalances may be identified.
- Commit to ongoing review and continuous improvement, using workforce data and employee feedback to inform future actions aimed at reducing the gender pay gap.

**Robert Dunn | Chief Finance and Operating Officer | 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**