

# GENDER PAY GAP 2020 - 21

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## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
<div>Women's mean hourly rate is</div> <div>15.7% lower than men's</div> <div>In other words, when comparing mean hourly rates, women earn</div> <div>84.3p for every £1 men earn</div>	<div>Women's median hourly rate is</div> <div>26.2% lower than men's</div> <div>In other words, when comparing median hourly rates, women earn</div> <div>73.8p for every £1 men earn</div>

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.

## PAY QUANTILES

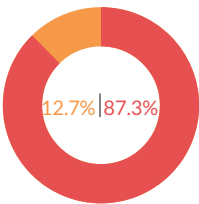


MALE

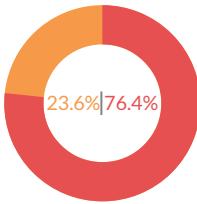


FEMALE

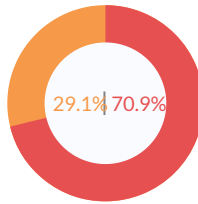
The Gallery Trust has a higher proportion of female than male employees. At present, females make up 66.7% of senior positions within The Gallery Trust. The gender distribution is illustrated here by placing colleagues into four equal pay quartiles.



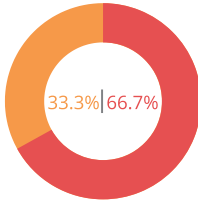
Quartile 1  
(lower)



Quartile 2



Quartile 3



Quartile 4  
(upper)

Gender Pay Gap – The Gallery Trust  
Published October, 2021

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. 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)

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

J Horne

Jane Horne | Chief Operating Officer | The Gallery Trust