



# Gender Pay Gap 2021 – 2022

Produced by Dataplan Payroll Limited

## Overview

Founded in December 2012, The Gallery Trust, is a multi-academy trust dedicated to providing outstanding education and support for young people with special needs and disabilities, enabled through:

- Commitment to special education – striving to provide the best specialist learning experience for all students
- Opportunities for all to learn – ensuring that students and staff have access to learning pathways which enhance their lives
- Genuine respect and value – creating relationships which promote trust, confidence and respect within environments which are safe and secure

The Trusts aim is to create a community of special schools which promotes excellent outcomes for pupils with SEND in Oxfordshire. The Gallery Trust is currently made up of 6 schools all located in the Oxfordshire area, there are two new schools currently in pre-opening phases

## 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.

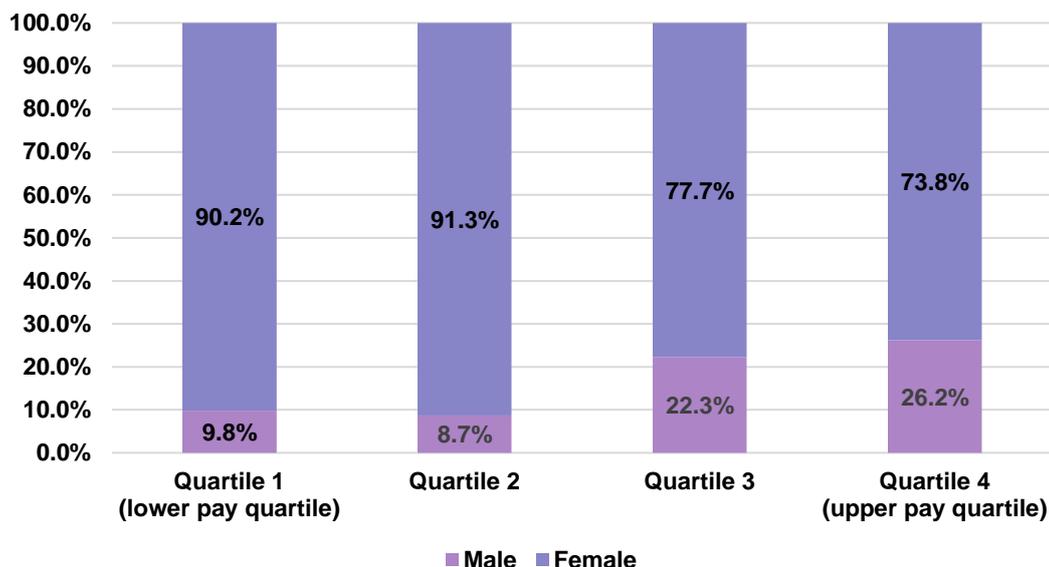
### Difference in Hourly Rate – Trust Overall

MEAN	MEDIAN
<p>Women's mean hourly rate is <b>18.1 % lower</b> than men's</p> <p>In other words, when comparing mean hourly rate, women earn <b>81.9p</b> for every <b>£1</b> men earn</p>	<p>Women's median hourly rate is <b>30.8 % lower</b> than men's</p> <p>In other words, when comparing mean hourly rate, women earn <b>69.2p</b> for every <b>£1</b> men earn</p>

### Pay Quartile explanation

The Gallery Trust has a higher proportion of female than male employees. At present, females make up 73.8% of senior positions within The Gallery Trust. The gender distribution is illustrated here by placing colleagues into four equal pay quartiles. These charts illustrate the proportion of male and female colleagues within each pay quartile across the whole of The Gallery Trust.

## The Gallery Trust Pay Quartiles



## Summary

The Gallery Trust is committed to ensuring equal pay for work of equal value and does not pay men and women 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; many of the lower paid roles predominantly attract more female than male applicants. 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

Jane Horne | Chief Operating Officer | The Gallery Trust