



2020 Gender Pay Gap Report

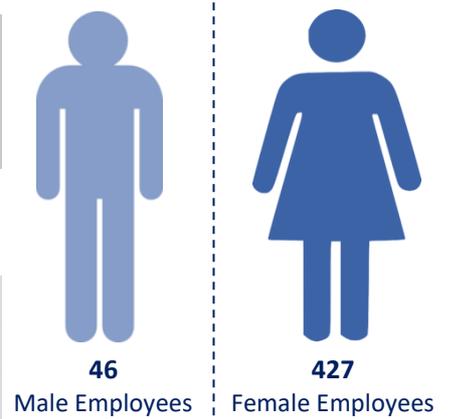
Established as a non-profit charity in 2017, Galileo Multi Academy Trust is responsible for 10 primary schools in the borough of Redcar and Cleveland.

The Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data capture date for this report was 31st March 2020. On this date, the Trust employed 427 females and 46 males.

The reporting process involves carrying out six calculations that show the difference between the average earnings of men and women in the organisation. Reporting is required at Trust level and not for individual staff or schools. The information is collated from HR and payroll records.

Gender Pay Gap

	Female	Male	Gap
Mean Pay	£14.17	£17.73	20.1%
Median Pay	£10.13	£13.10	22.7%



Gender Pay Quartiles

	Female	Male
Lower	98.3%	1.7%
Lower Middle	89.0%	11.0%
Upper Middle	84.7%	15.3%
Upper	89.0%	11.0%

The Trust does not make bonus payments to any staff.

Employees must receive equal pay for equal work

The Trust can use these results to assess: the levels of gender equality in the workplace; the balance of male and female employees at different levels, and how effectively talent is being maximised and rewarded.

The organisation is committed to eliminating any gender pay gap. In accordance with equality legislation, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value.

Whilst the data highlights a gap, the Trust adheres to and maintains nationally recognised pay scales for teachers and support staff and evaluates job roles and pay grades for employees to ensure a fair structure.

The Trust has identified that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is as a result of the roles in which men and women work within the organisation and the salaries that those roles attract. The organisation operates within the public sector, solely in education, and it is common across this sector because of the nature of the work that a high proportion of staff are female.

The organisation will monitor data on an ongoing basis as the organisation changes or grows. This initial report will serve as a benchmark to assess future trends and to measure whether the actions identified above are impacting.