



Gender Pay Report

2019

Shaw Trust is a charity helping to transform the lives of young people and adults across the UK and internationally.

Our specialist services help people gain an education, enter work, develop their career, improve their wellbeing or rebuild their lives. As a charity we add value to every service we deliver by investing back into the people and communities we support.

Shaw Trust is one of the largest 25 charities in the UK. Comprising recognised and valuable brands such as Shaw Trust, Prospects, Ixion and Shaw Education Trust, we use our 75 years' combined experience to support people to develop their potential. By joining together we are working to reach one goal: to help transform the lives of one million young people and adults each year.

Our 4,000 staff and 1,000 volunteers provide joined-up services for government, local authorities, combined authorities, employers, stakeholders – including the Department for Work and Pensions, Education and Skills Funding Agency, clinical commissioning groups and NHS Trusts – and individuals.

Our gender pay results

Shaw Trust is required by law to publish an annual gender pay gap report. This is the report for Shaw Trust on the snapshot date of 5 April 2018.

Pay gap

The **mean pay** for men at Shaw Trust is 1.57% higher than that of women.

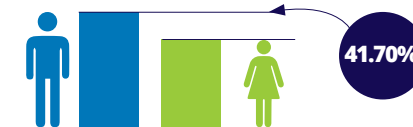


The **median pay** for women at Shaw Trust is 3.97% higher than that of men.



Bonus pay gap

The **mean bonus pay** for men at Shaw Trust 41.7 higher than that of women.



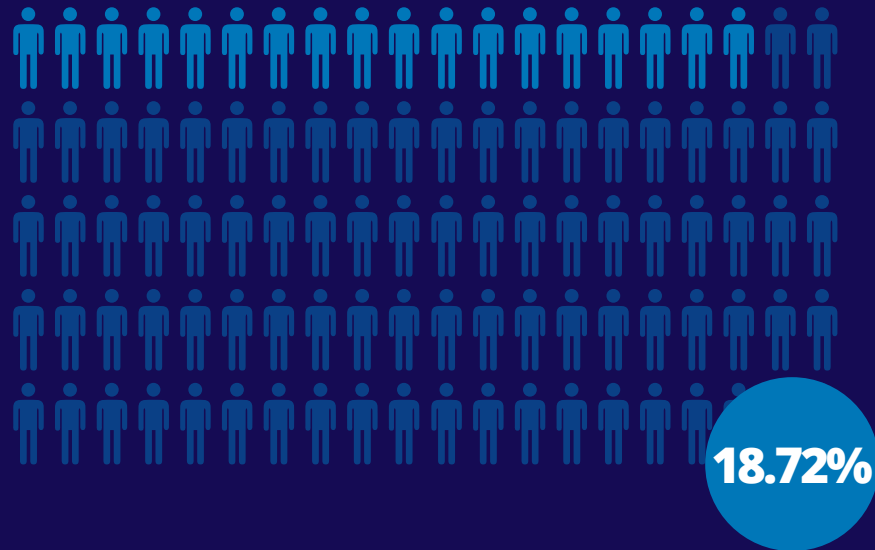
The **median bonus pay** for women and men at Shaw Trust is equal at **0.0%**.



The mean gender pay gap is the difference in the average pay for women compared to men.

The median represents the middle point of a population - if you separately lined up all the women in a company and all the men, the median pay gap is the difference between the pay rate for the middle woman compared to that of the middle man.

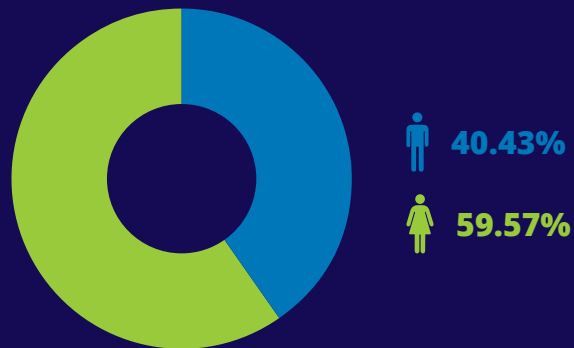
Bonus payments



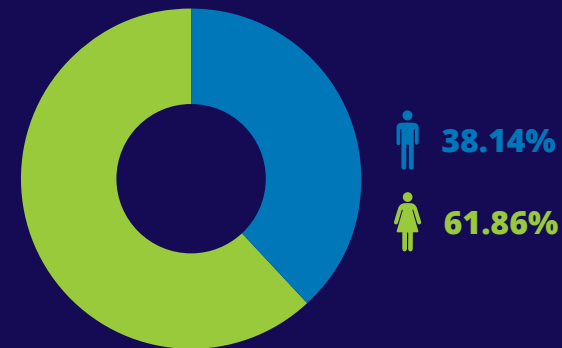
The proportion of male employees in Shaw Trust receiving a bonus is **18.27%** and the proportion of female employees receiving a bonus is **27.42%**

Proportion of Male and Female Employees in Quartile Bands

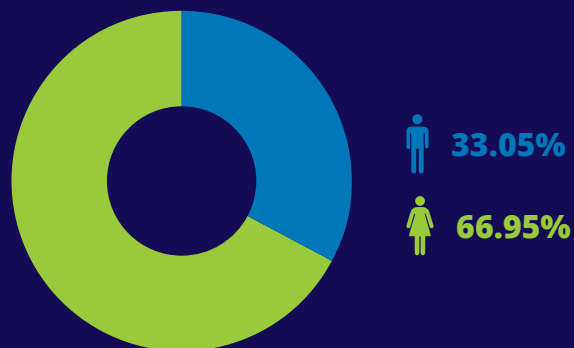
Upper Quartile



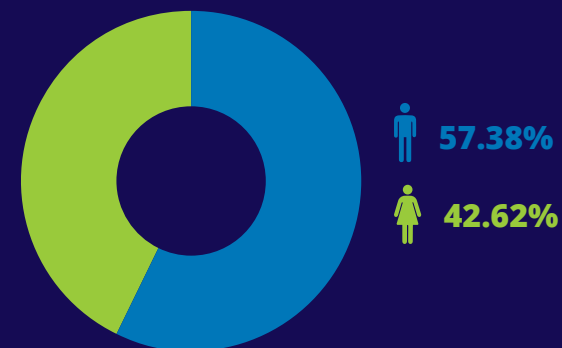
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Explaining the gender pay gap?

Under the law, men and women must receive equal pay for:

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

Shaw Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. The Shaw Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). The Shaw Trust evaluates job roles and pay grades as necessary to ensure a fair structure.

Shaw Trust is therefore confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather this is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related

roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

We have a female dominated workforce with 59.5% of our employees identifying as female. In the majority of quartile bands except at the lower quartile, females are more represented than males. We recognise that the quartile grouping does not best represent where there are areas of development for us. For example we recognise females are under represented in our most senior job roles.

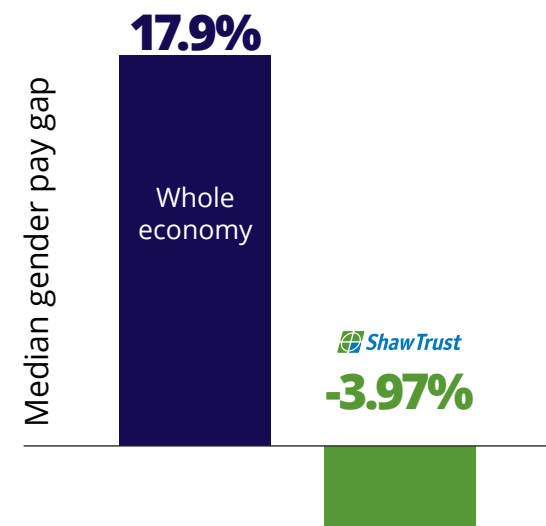
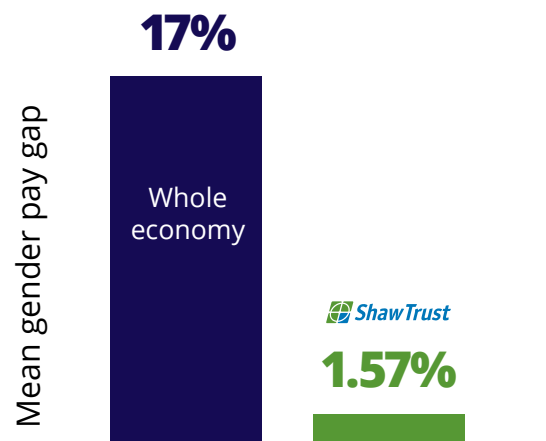
How does our gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Shaw Trust's gap compares very favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.0%. So therefore at 1.57%, Shaw Trust's mean gender pay gap is significantly lower than that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. So therefore at -3.97%, Shaw Trust's median gender pay gap is significantly lower

than both that for the whole economy and that for our sector. However we recognise that the mean gender bonus gap of 41.7% is an area of development for the Trust. The Trust operates a bonus scheme in the Retail area of the business however there is no other formal bonus scheme in place. The data that is taken for this report was during a time of significant period of business change that resulted in one off payments that recognised this achievement. The gender balance of these areas has resulted in a higher mean bonus for males versus females. In our previous year's report the result was the mean figure was 31.48% higher for females versus males. This will be an area of focus for our future.



What are our plans?

Last year we committed to several actions as a result of our Gender Pay gap report to further enhance our organisation.

We have appointed a Trustee champion to support and advise on this area of our organisational development.

We have also appointed an Equality, Diversity and Inclusion Adviser who will work across Shaw Trust, in order to provide specialist advice and generalist support to the organisation in meeting our equality, diversity and inclusion objectives and delivering on our action plan.

In relation to our recruitment practices we are exploring the following;

- Ensure have multiple women on short lists for senior leadership roles.
- Advertising a pay range if one exists for a role
- Review the type of language we use on any adverts, which may help to attract a more diverse range of candidates
- Ensure interviews are structured and explore people's skills through different types of assessment

In relation to talent management we plan to;

- Create good practice by sharing good news stories about internal promotions that may inspire others within the organisation

- Make qualification support available and design a development programmes for existing and aspiring managers, which will help to address the gender balance for the future

To support this work, we have commissioned an independent piece of work in order to better understand perceived barriers within our organisations that may contribute to our gender balance in senior positions and our overall gender pay gap. We hope that this work will further inform our action plan for the future and to ensure that the reduction we saw from last year's gender pay gap continues.

I, Mark Earl, Chief Talent Officer, confirm that the information in this statement is accurate.



shaw-trust.org.uk

 @shawtrust

 facebook.com/shawtrust

Alternative formats

Please call **01179 989110** or email **studio@shaw-trust.org.uk** to receive this information in a different format.

