**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.

**Our gender pay results**

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**

**Men: 40.43%**

**Women: 59.57%**

**Upper middle quartile**

Men: 38.14%

Women: 61.86%

**Lower middle quartile**

Men: 33.05%

Women: 66.95%

**Lower quartile**

Men: 57.38%

Women: 42.62%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**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.

**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**

**Twitter @shawtrust**

**Facebook.com/shawtrust**