



Gender Pay Report

2018

Shaw Trust is a national charity working to create brighter futures for the people and communities we serve.

The charity was formed in 1982 in the village of Shaw in Wiltshire to support local disabled people to find employment. Since then Shaw Trust has grown in reach and now supports over 50,000 people a year to live independent and inclusive lives.

Our vision is for a society in which everyone has the opportunity for employment, inclusion and independence. As an employer we recognise that our employees come from diverse backgrounds and all have different aspirations, needs and experience life in different ways.

Our aim is to be best in class for diversity and equality in all our activities as a charity.

We welcome the new legislation on gender pay reporting to try to address the gender pay gap we have in society and to encourage equality for all. We have demonstrated below in our report a general positive outcome for our results but there is still more work for us to do as an employer to achieve our aims.

Our gender pay results

We are required by law to publish the following sets of figures based on the snapshot date of 5 April 2017.

Pay gap

The **mean pay** for men at Shaw Trust is 1.55% higher than that of women.

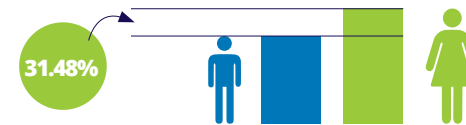


The **median pay** for women at Shaw Trust is 2.14% higher than that of men.



Bonus pay gap

The **mean bonus pay** for women at Shaw Trust is 31.48% higher than that of men.



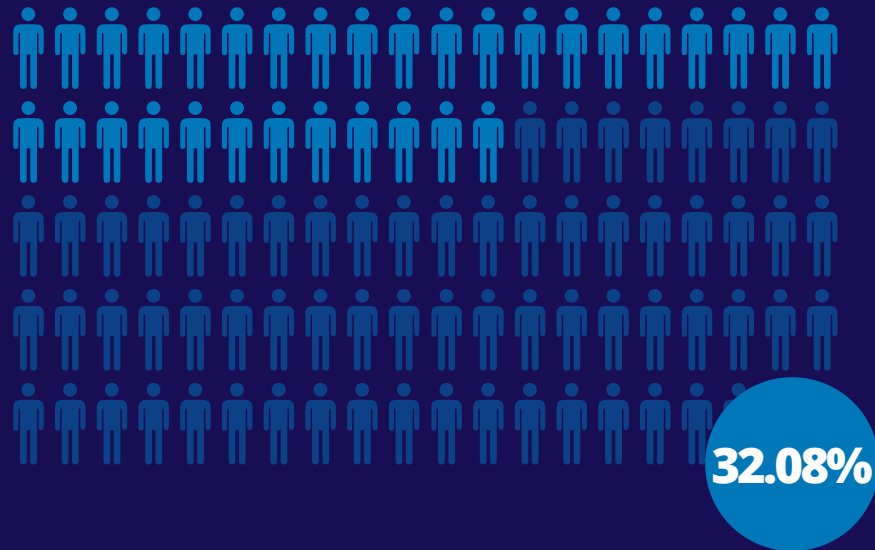
The **median bonus pay** for women and men at Shaw Trust is equal at **0.0%**.



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 **32.08%** and the proportion of female employees receiving a bonus is **45.98%**

Female representation in Shaw Trust

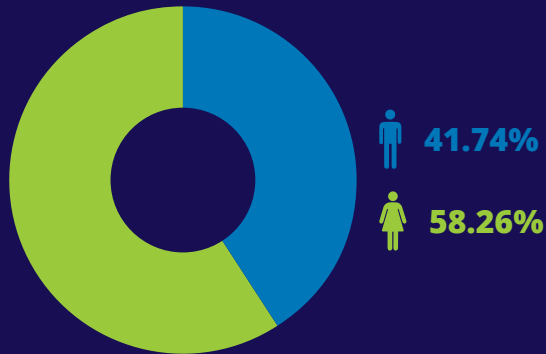
We have a female dominated workforce with **59.5%** of our employees identifying as female.

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.

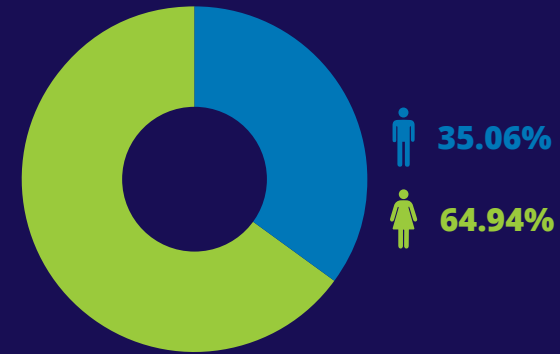


Proportion of Male and Female Employees in Quartile Bands

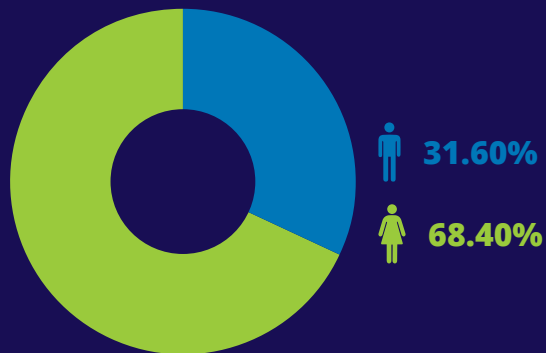
Upper Quartile



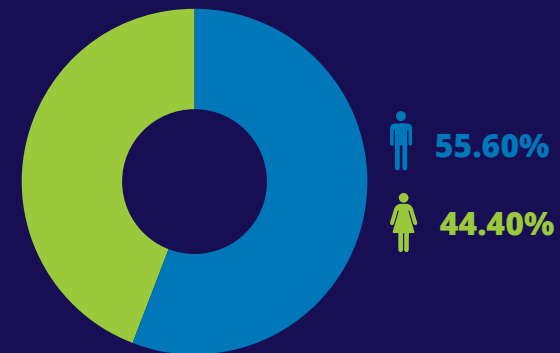
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



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

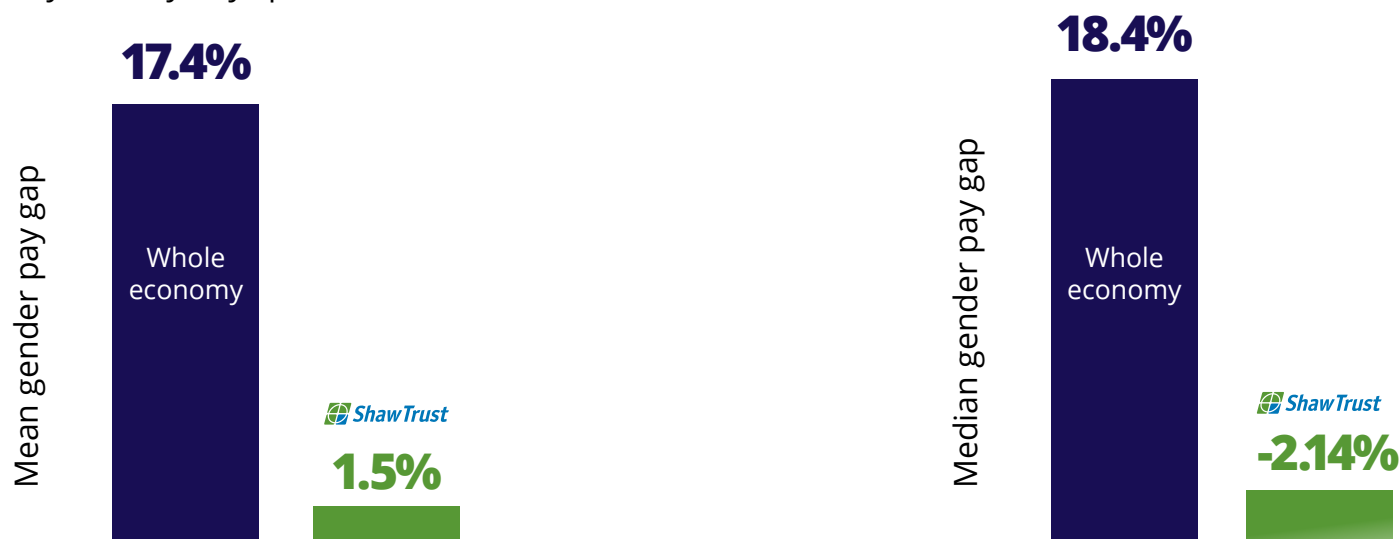
How does our gender pay gap compare with that of other organisations?

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

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, therefore at 1.5% our mean gender pay gap is, therefore, significantly lower than the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4% however in Shaw Trust the median pay for females is more than males at -2.14%.

That does not mean that we feel there is no room for improvement. We recognise that a further analysis of mean pay at job levels within the Trust may identify any specific issues.



The bonus gap within Shaw Trust

In Shaw Trust more women are receiving bonuses than the men. There are 45.98% of females and there are 32.08% of males receiving a bonus. The mean bonus pay gap is **-31.48%** and therefore women are receiving more bonus pay than men. The majority of roles that received a bonus were in operational delivery and retail management and the majority of these roles are held by female staff.

What are our plans?

While our gender pay gap compares very favourably to other organisations we as an organisation are committed to further analysing our results as Shaw Trust recognises the under representation of women at our most senior levels in the organisation.

Therefore it is our plan to address the following areas;

- Analyse the data in more detail and identify if there is a gender pay gap at organisational job grades
- Appoint a gender pay champion.
- To create an evidence base to explore any barriers to gender equality at senior levels
- Targeted recruitment campaigns for senior executive roles.
- Development programmes to help women develop into senior executive roles within the organisation and create a future pipeline. This may include expert coaching, external female leadership groups, qualification support and intercompany secondments to gain experience.

I, Roy O'Shaughnessy, Chief Executive Officer, confirm that the information in this statement is accurate.



13 March 2018

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