

shaw trust

Gender Pay Gap Report

2020 – 2021

shaw

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At Shaw Trust we believe everyone has the right to live a decent and dignified life and an opportunity for rewarding work. We are a social purpose organisation challenging inequality and breaking down barriers to enable social mobility.

For us being part of the solution is about creating the conditions for this to happen, advocating and delivering services that make a real difference. Working in partnership not competition, we are part of an eco-system of purpose-led organisations, striving for a fairer, more equal society centred on opportunity for all. Shaw Trust was founded on these principles nearly 40 years ago, and for our 3000 colleagues and 750 volunteers across the UK, they remain true.

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Gender Pay reporting

Shaw Trust has Prospects, Ixion, Homes to Inspire, as legal entities operating under the Shaw Trust group. This report includes details of the Shaw Trust legal entity and information for other legal entities is included in Appendix A of this report.

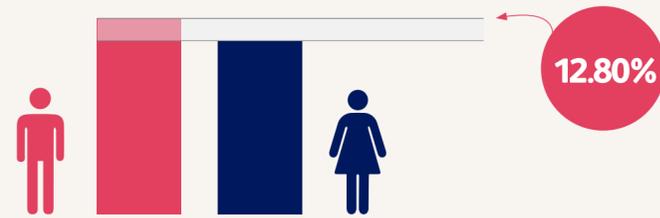
Employers must report six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- mean bonus gap – the difference between the mean bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- median bonus gap – the difference between the median bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- bonus proportions – the proportions of male and female relevant colleagues who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant colleagues in the lower, lower-middle, upper-middle and upper quartile pay bands.

Our Gender Pay Results

Based on a snapshot date of 5 April 2020 please find the following results;

Pay Gap – 2020

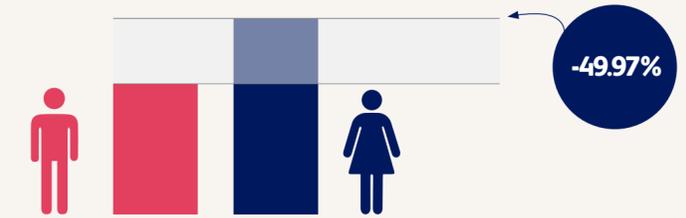


The mean gender pay gap is 12.80%.

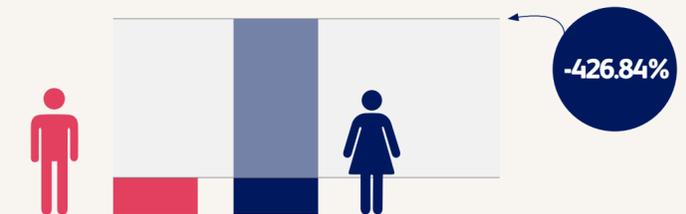


The median gender pay gap is 4.54%.

Bonus Pay Gap – 2020



The mean gender bonus gap is -49.97%.



The median gender bonus gap is -426.84%.

In 2020 the bonuses received by colleagues were mainly in the Retail section of the charity. This is female dominated and therefore has created a positive result for female colleagues received 5 times more than the average male bonus payment.

Our Gender Pay Results

Based on a snapshot date of 4 April 2021 please find the following results;

Pay Gap – 2021



The mean gender pay gap is 9.08%



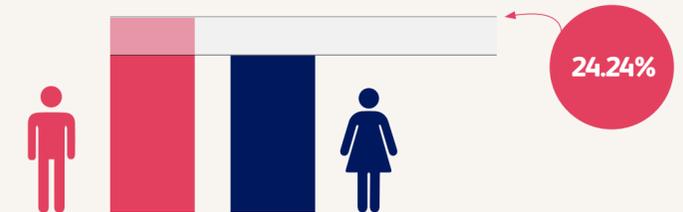
The median gender pay gap is 7.57%

The Annual Survey of Hours and Earnings (ASHE) records the median gender pay gap as 7.4% for 2020 and therefore the Shaw Trust is currently equivalent level to national results. In addition when we take in to account the data for the whole group of companies in 2021 the mean is 7.5% and the median is 5.7% and therefore as a group the Shaw Trust would be under the national average.

Bonus Pay Gap – 2021



The mean gender bonus gap is 35.88%

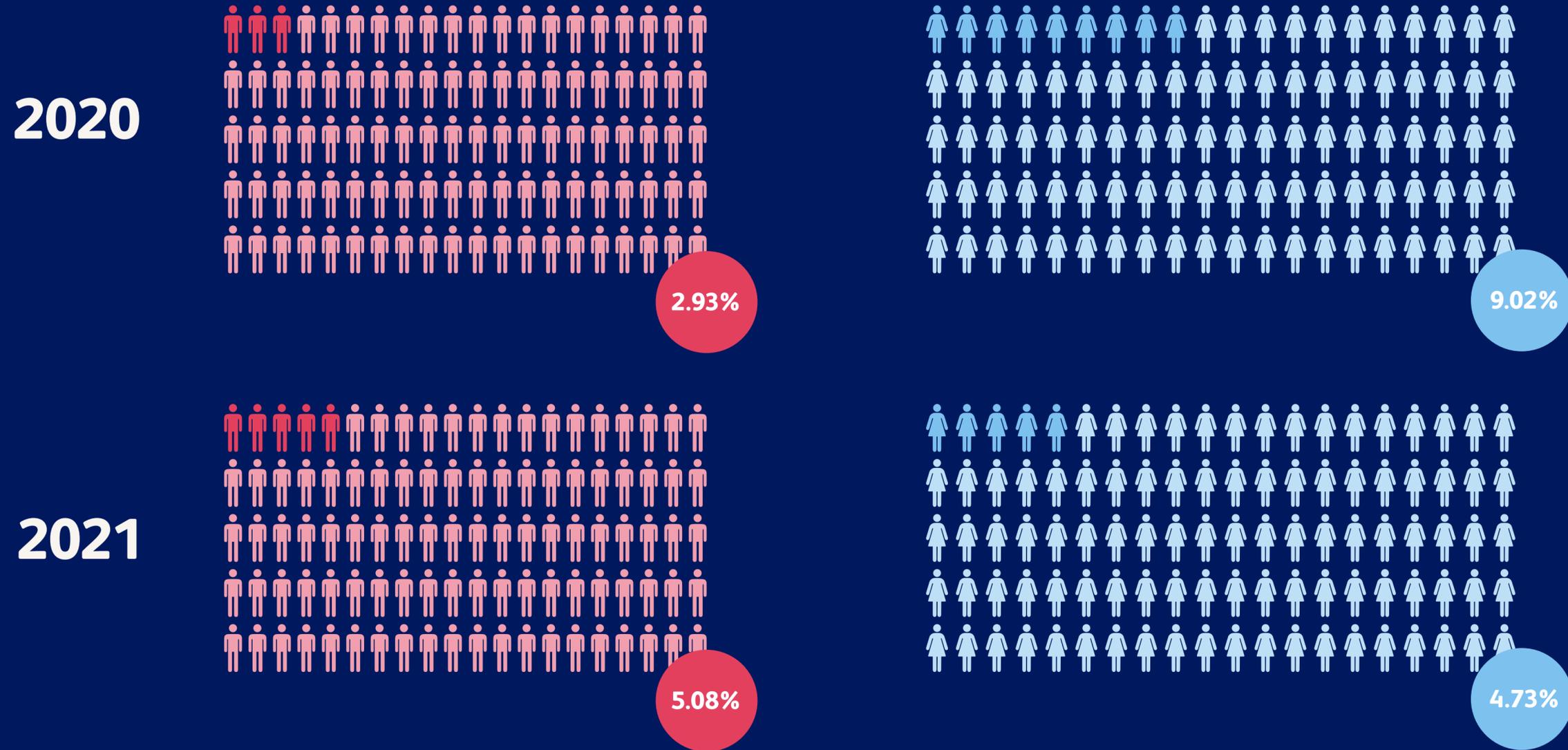


The median gender bonus gap is 24.24%

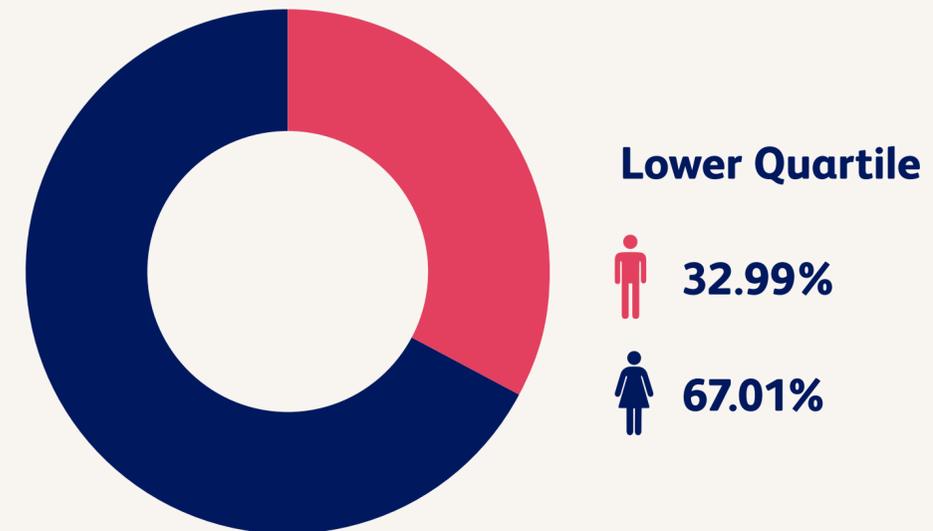
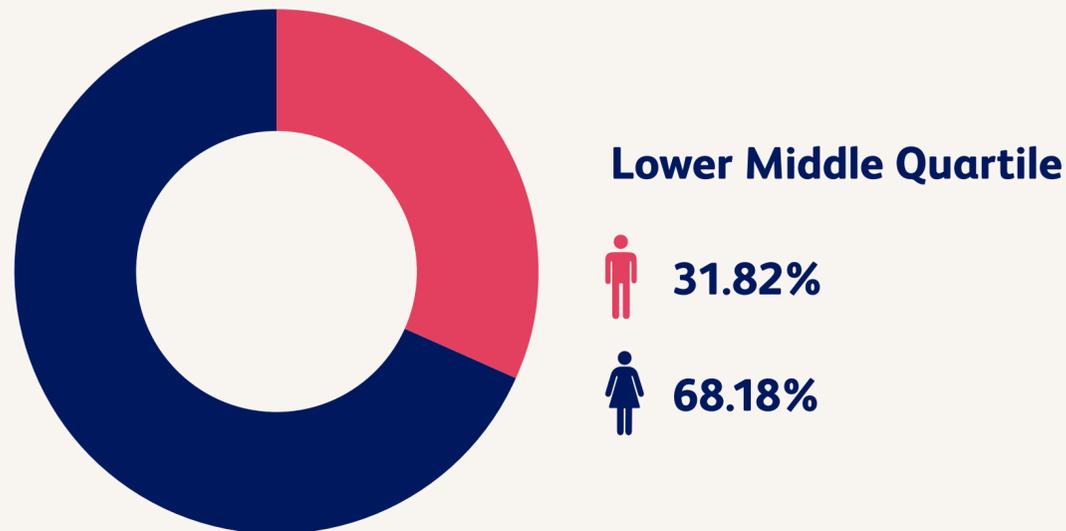
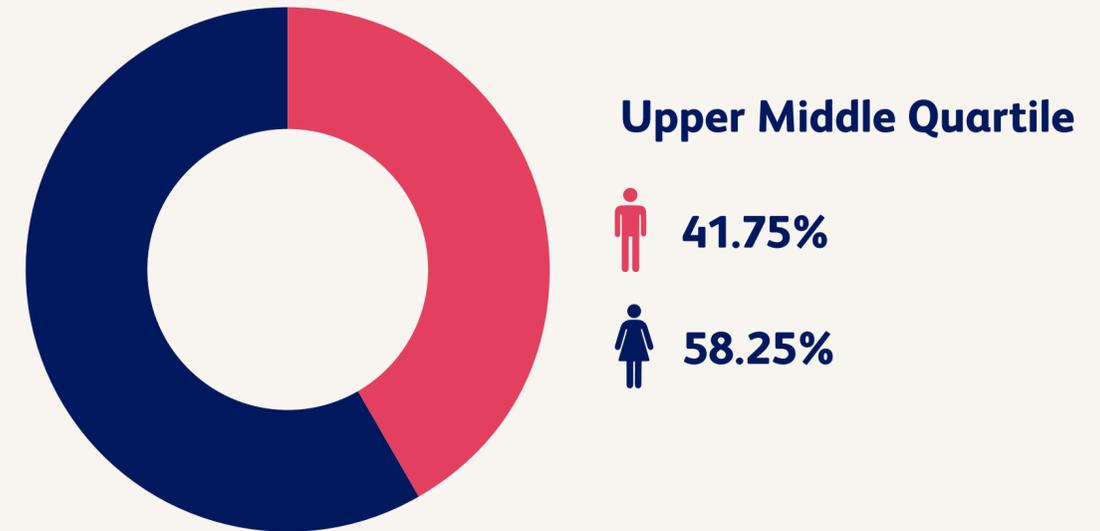
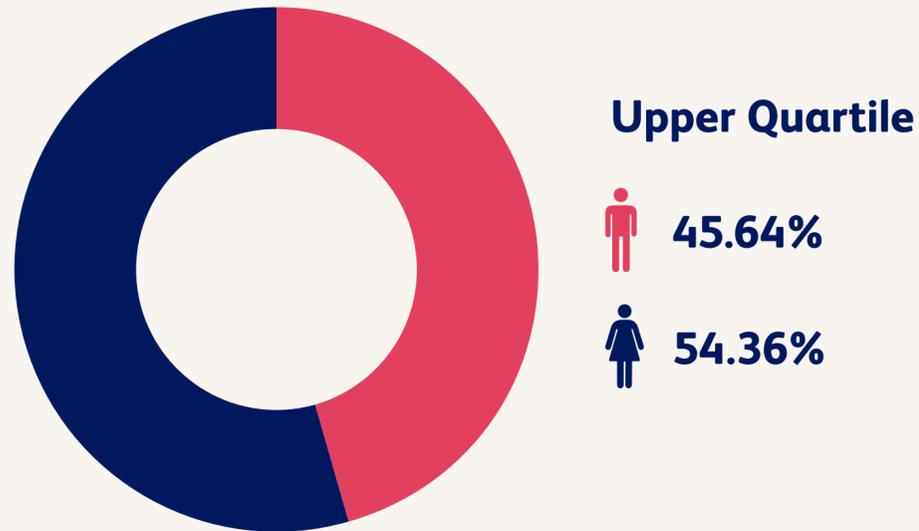
In 2021 there were less bonuses paid to Retail staff due to furloughing of colleagues in this area. The bonuses paid were to a very limited number of colleagues and therefore may not be truly representative. As a group of companies the mean difference is 17.58% and the median is 24.24%.

Bonus Pay

The proportion of colleagues receiving a bonus for the reporting period in Shaw Trust:

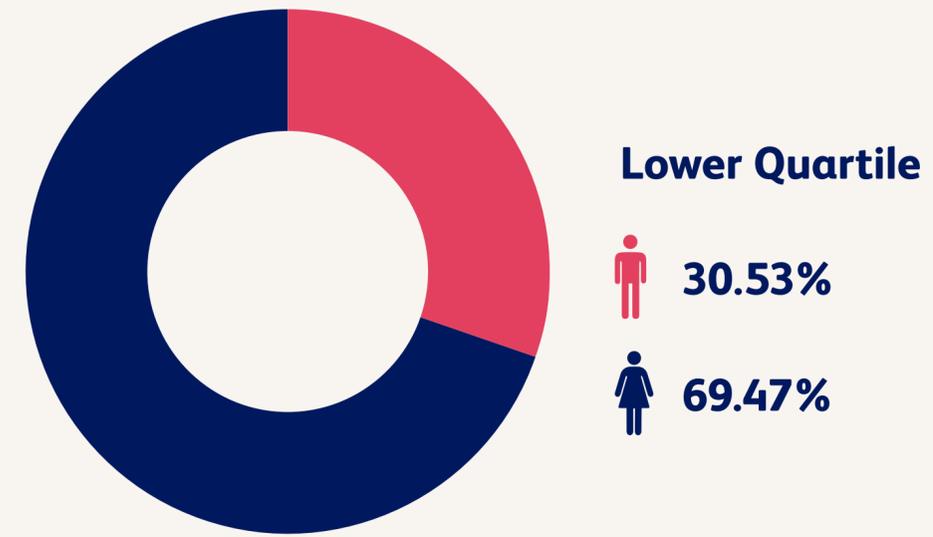
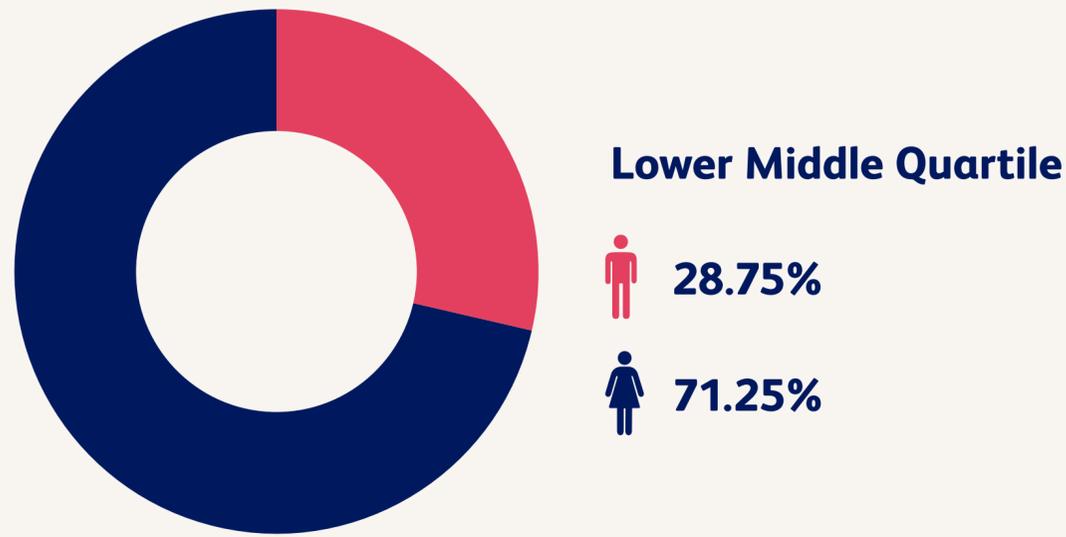
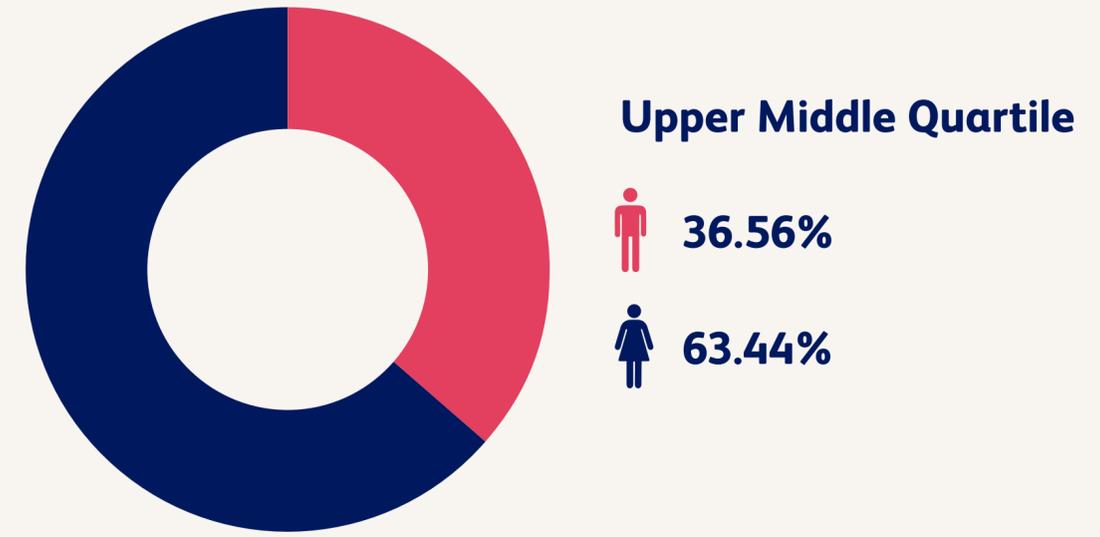
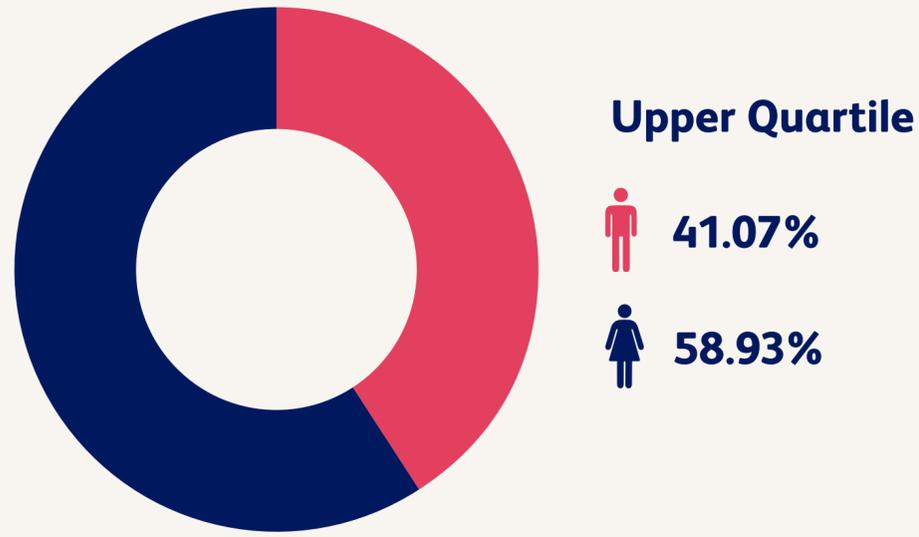


Proportion of Male and Female Colleagues in Quartile Bands – 2020



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

Proportion of Male and Female Colleagues in Quartile Bands – 2021



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Explaining our 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 colleagues, 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 colleagues 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 the result of some roles which attract a higher salary having male post holder rather than female post holders. Across the UK economy, there are cultural, societal and economic reasons why the gender pay gap exists including: women being the main providers of unpaid caring responsibilities, a lack of flexible working options and occupational segregation factors. In the Shaw Trust we have a female dominated workforce with 66% of our colleagues identifying as female and therefore we believe in taking action to reduce the gender pay gap and support women within our organisation.

Our action plan

Shaw Trust is committed to a fully diverse and representative workforce, where diversity and inclusion is embedded in everything we do.

Over the past 2 years we have;

- Increased the gender diversity of the Board moving from 20% women to 40% women over the last six months
- Taken positive action to attract women to senior positions through recruitment initiatives, CEO Shadow Programme and Shadow Board opportunities
- We have launched a Future Leaders Programme with the first cohort consisting of 80% women
- We ran menopause awareness events, created a subsequent peer support group and provide managers with guidance to support this topic

Next year we aim expand our gender equality action plan to;

- To launch and embed a grading framework for the organisation which will be visible to all colleagues which will provide a progression framework highlighting routes for career development
- Develop a clear talent management strategy which encourages colleagues from underrepresented groups to be involved in talent development activities
- Analyse our data for mean and median pay gaps in job levels, functions, race and age profiles across the group to target further actions required
- Review our family friendly policies to further enhance this support for our colleagues
- Assess our gender pension pay gap and provide further information to colleagues on pensions
- We are launching a Women's Network to support the gender pay gap action plan
- Use the established Networks to support and help identify areas of development work for the Group.

View point of the CEO



I am proud of our achievements over last two years to support gender equality across the group, as part of our wider diversity and inclusion approach. Our recent success at achieving the National Equality Standard in September 2021 was the culmination of the hard work across our organisation to deliver equity and equality. This is our commitment to being a fully diverse and representative organisation. However, there is further work to do to ensure we meet our vision for a future where good, meaningful, rewarding, purposeful and dignified employment is accessible to all in society irrespective of background and life circumstances.

A handwritten signature in black ink, appearing to read 'Chris Luck'.

Chris Luck
Group CEO, Shaw Trust

Appendix A

Please see below the gender pay reporting metrics for the main operating legal entities under Shaw Trust group for the snap shot date on 5 April 2021.

	Shaw Trust Group (Total)	Shaw Trust	Prospects	Ixion	H2I
Number of colleagues	2763	1443	604	212	418
Mean Pay Difference	7.50%	9.08%	1.92%	16.28%	7.33%
Median Pay Difference	5.70%	7.57%	1.02%	16.67%	0.96%
Mean Bonus Difference	17.58%	35.88%	-33.91%	50.13%	-37.86%
Median Bonus Difference	24.24%	24.24%	-60.00%	14.29%	-122.22%
Proportion Receiving a Bonus					
Male	5.32%	5.08%	2.27%	12.66%	6.85%
Female	4.29%	4.73%	2.34%	2.26%	7.72%

Gender split for each quartile band	Shaw Trust Group (Total)		Shaw Trust		Prospects		Ixion		H2I	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	37.32%	62.68%	41.07%	58.93%	26.85%	73.15%	56.86%	43.14%	33.33%	66.67%
Upper Middle Quartile	35.54%	64.46%	36.56%	63.44%	34.01%	65.99%	39.22%	60.78%	35.23%	64.77%
Lower Middle Quartile	27.90%	72.10%	28.75%	71.25%	26.76%	73.24%	37.25%	62.75%	34.09%	65.91%
Lower Quartile	31.77%	68.23%	30.53%	69.47%	27.64%	72.36%	19.23%	80.77%	30.34%	69.66%

Please see below the gender pay reporting metrics for the operating legal entities under Shaw Trust group for the snap shot date on 4 April 2020.

	Shaw Trust Group (Total)	Shaw Trust	Prospects	Ixion	H2I
Number of colleagues	2130	817	683	237	374
Mean Pay Difference	10.88%	12.80%	1.10%	25.19%	7.58%
Median Pay Difference	4.50%	4.54%	2.32%	12.01%	0.00%
Mean Bonus Difference	-49.97%	-49.97%	0.00%	0.00%	-18.11%
Median Bonus Difference	-426.84%	-426.84%	0.00%	0.00%	46.15%
Proportion Receiving a Bonus					
Male	1.24%	2.93%	0.00%	0.00%	6.61%
Female	3.27%	9.02%	0.00%	0.00%	8.73

Gender split for each quartile band	Shaw Trust Group (Total)		Shaw Trust		Prospects		Ixion		H2I	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	37.40%	62.60%	45.64%	54.36%	26.92%	73.08%	54.72%	45.28%	29.17%	70.83%
Upper Middle Quartile	38.02%	61.98%	41.75%	58.25%	33.76%	66.24%	38.89%	61.11%	36.99%	63.01%
Lower Middle Quartile	28.25%	71.75%	31.82%	68.18%	28.66%	71.34%	37.04%	62.96%	34.25%	65.75%
Lower Quartile	33.20%	66.80%	32.99%	67.01%	26.75%	73.25%	25.45%	74.55%	27.40%	72.60%

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