

shaw trust
Gender Pay
Gap Report

Shaw Trust 2022

shaw
trust

At Shaw Trust we believe in fairness, equality and opportunity.

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

We are a complex and diverse charity committed to employment as the core pathway to a better life. 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 organisation, 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 3,000 employees and 700 volunteers across the UK, they remain true.



Gender Pay reporting

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

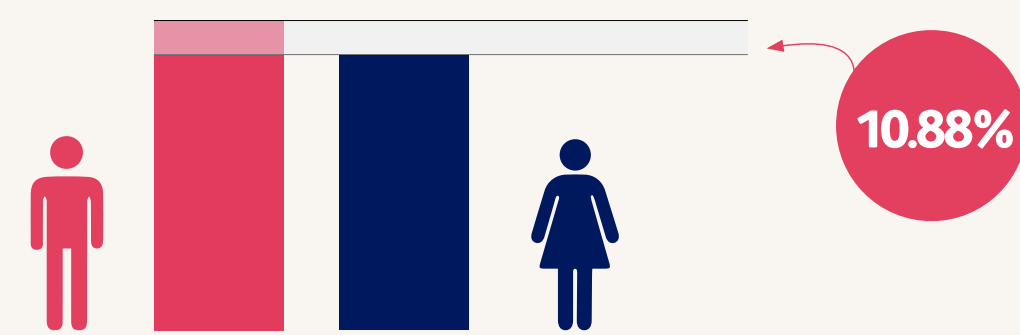
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant colleagues and that of female full-pay 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 gap results

The Shaw Trust Group has recorded a reduction in the overall mean and median pay gaps during the last 3 years:

Mean Pay Difference 2020-2022

Group 2020



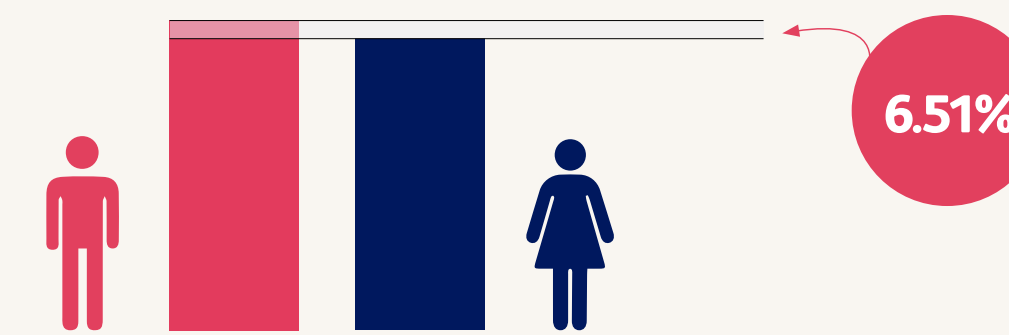
The mean pay difference is 10.88%.

Group 2021



The mean pay difference is 7.50%.

Group 2022



The mean pay difference is 6.51%.

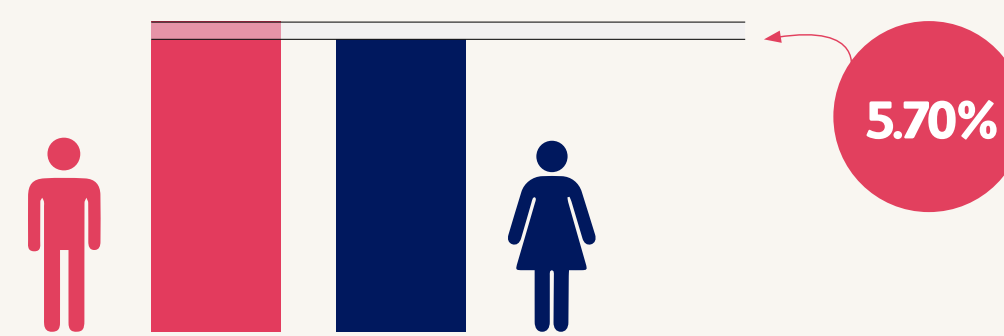
Median Pay Difference 2020-2022

Group 2020



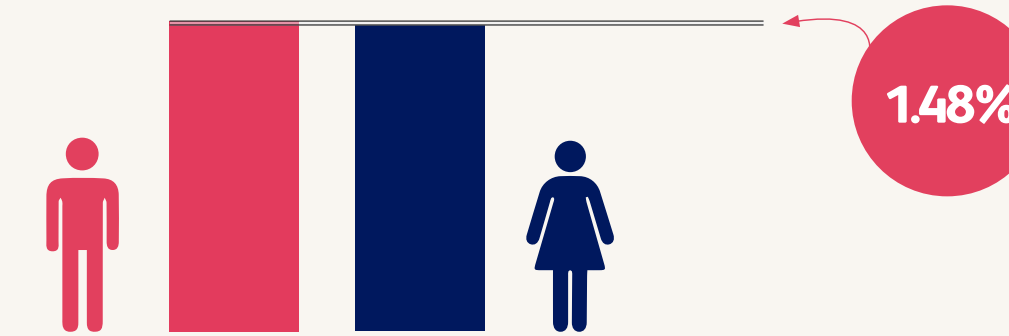
The median pay difference is 4.50%.

Group 2021



The median pay difference is 5.70%.

Group 2022



The median pay difference is 1.48%.

Mean bonus difference



Mean Difference: -26.12%

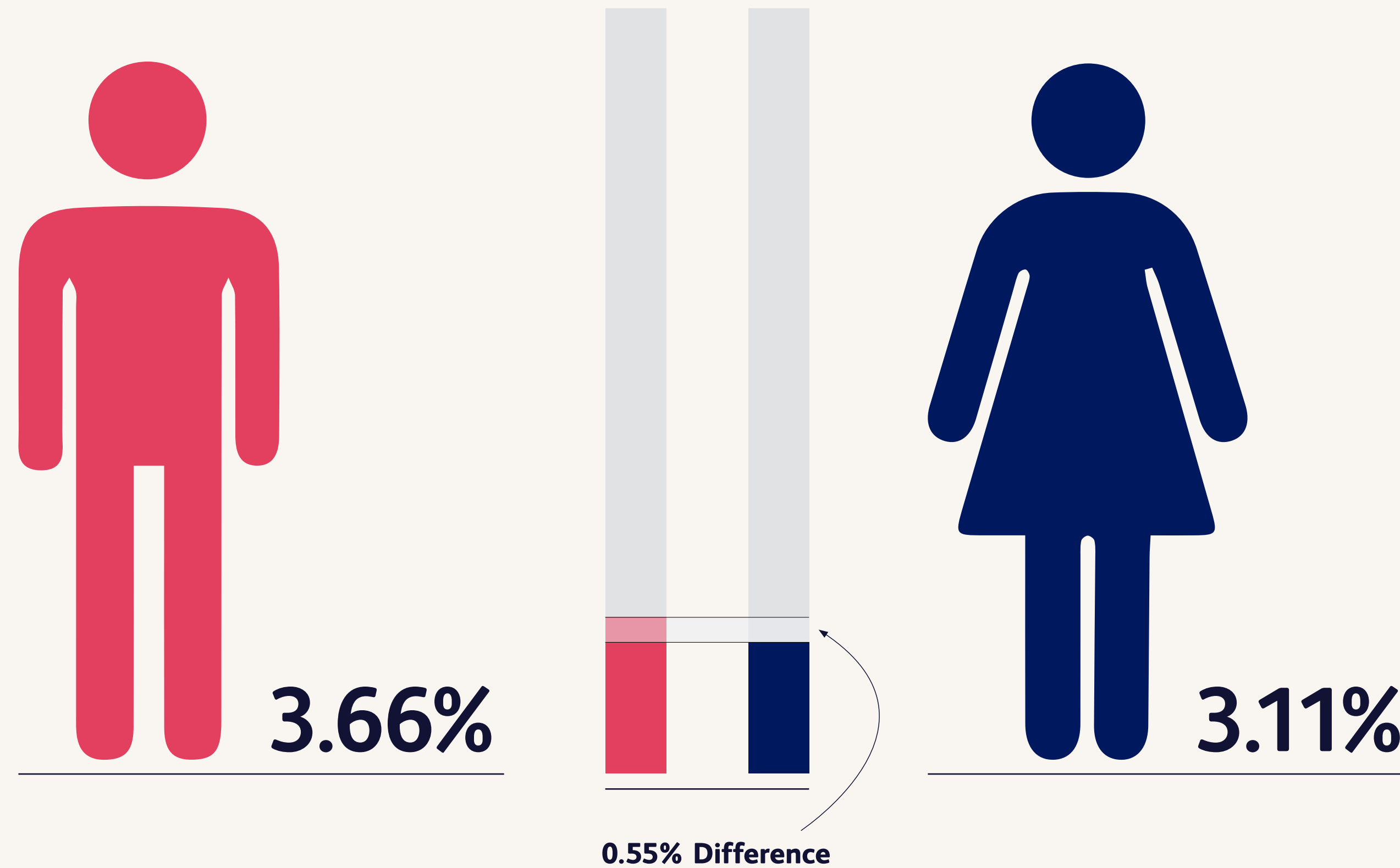
Median bonus difference



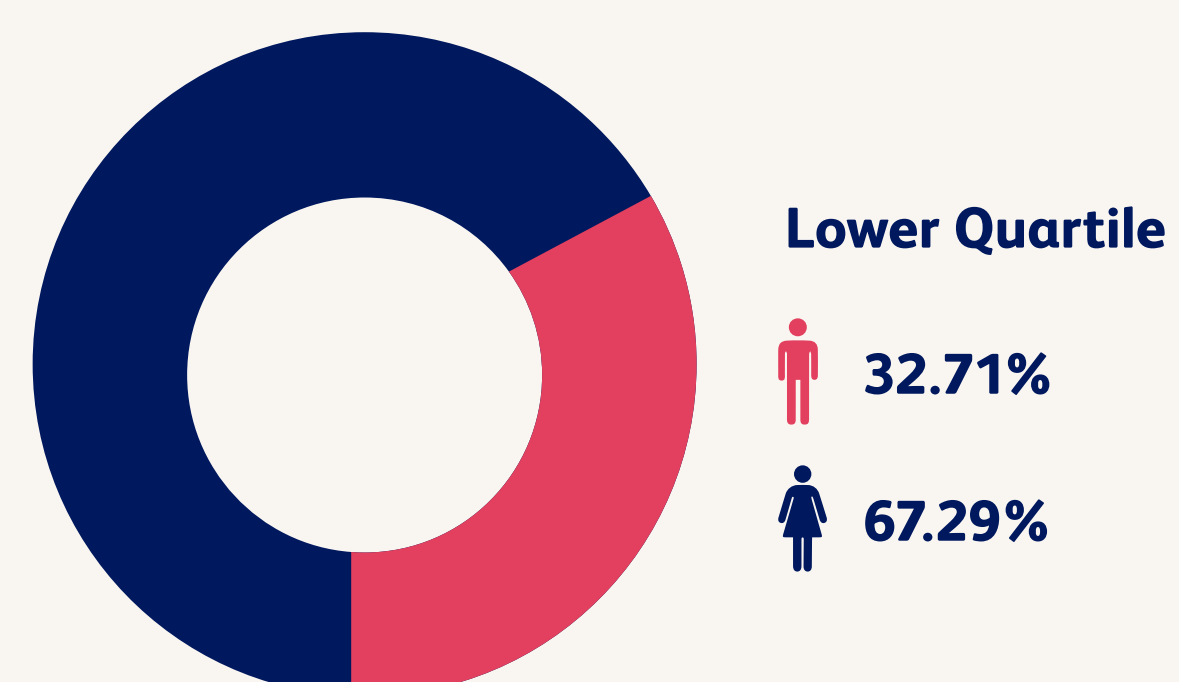
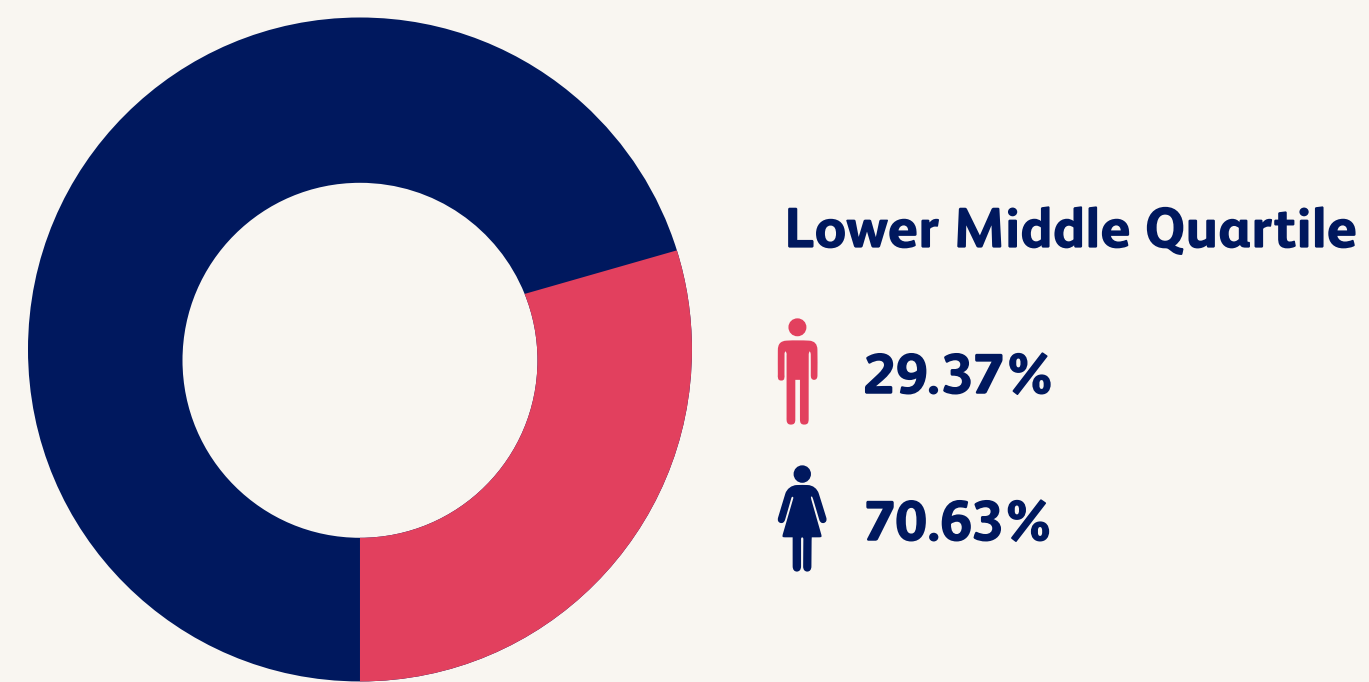
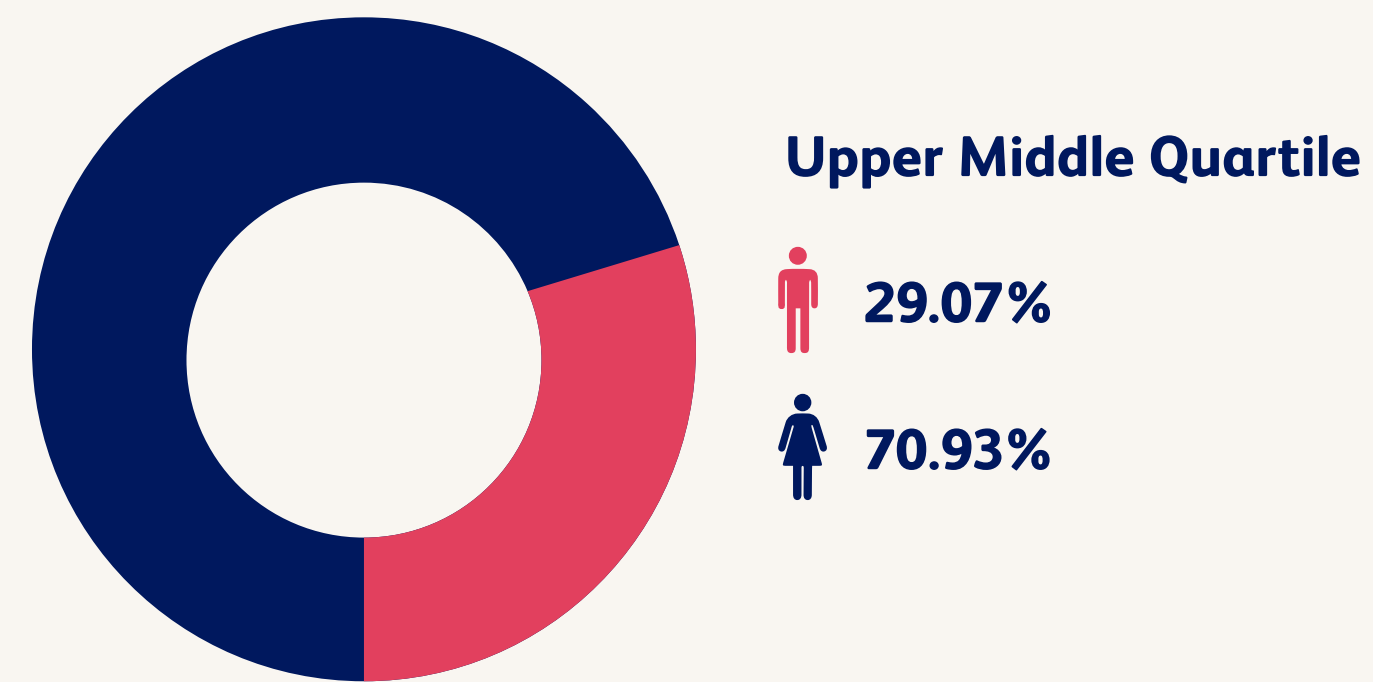
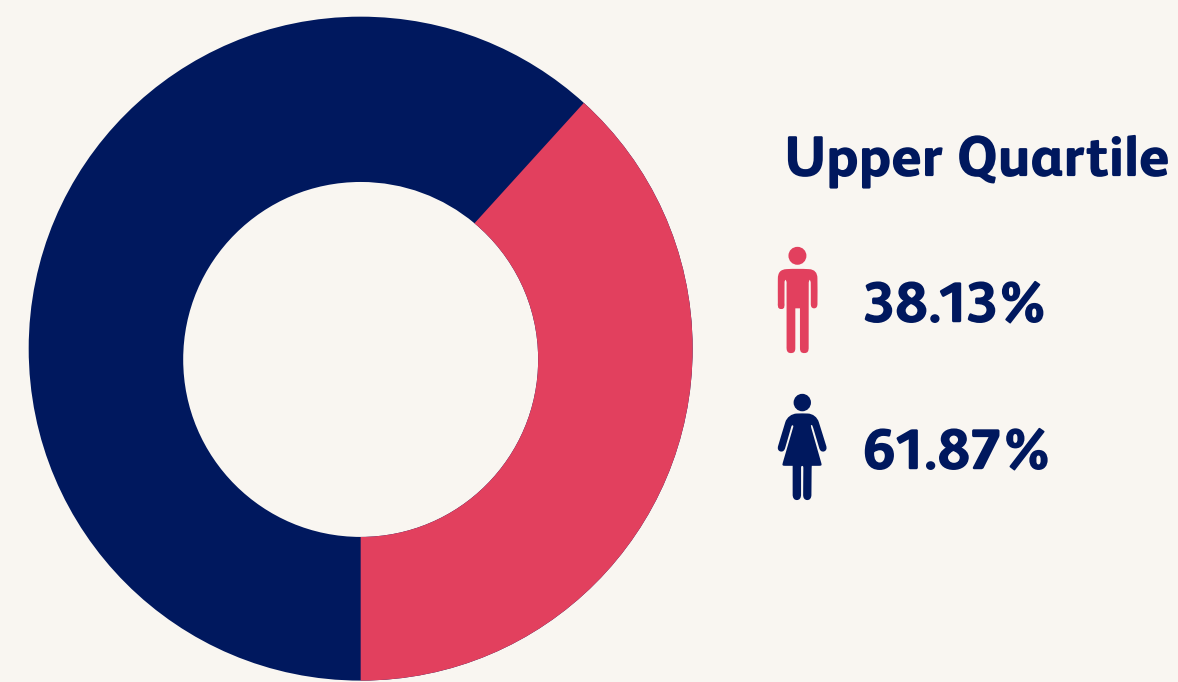
Median Difference: -11.81%

We operate a bonus scheme in the Retail section of the charity and in our Homes2Inspire business. Both areas have a higher proportion of female colleagues compared to male colleagues.

Proportion of colleagues receiving a bonus



Proportion of Male and Female Employees in Quartile Bands



Explaining our Gender Pay Gap data

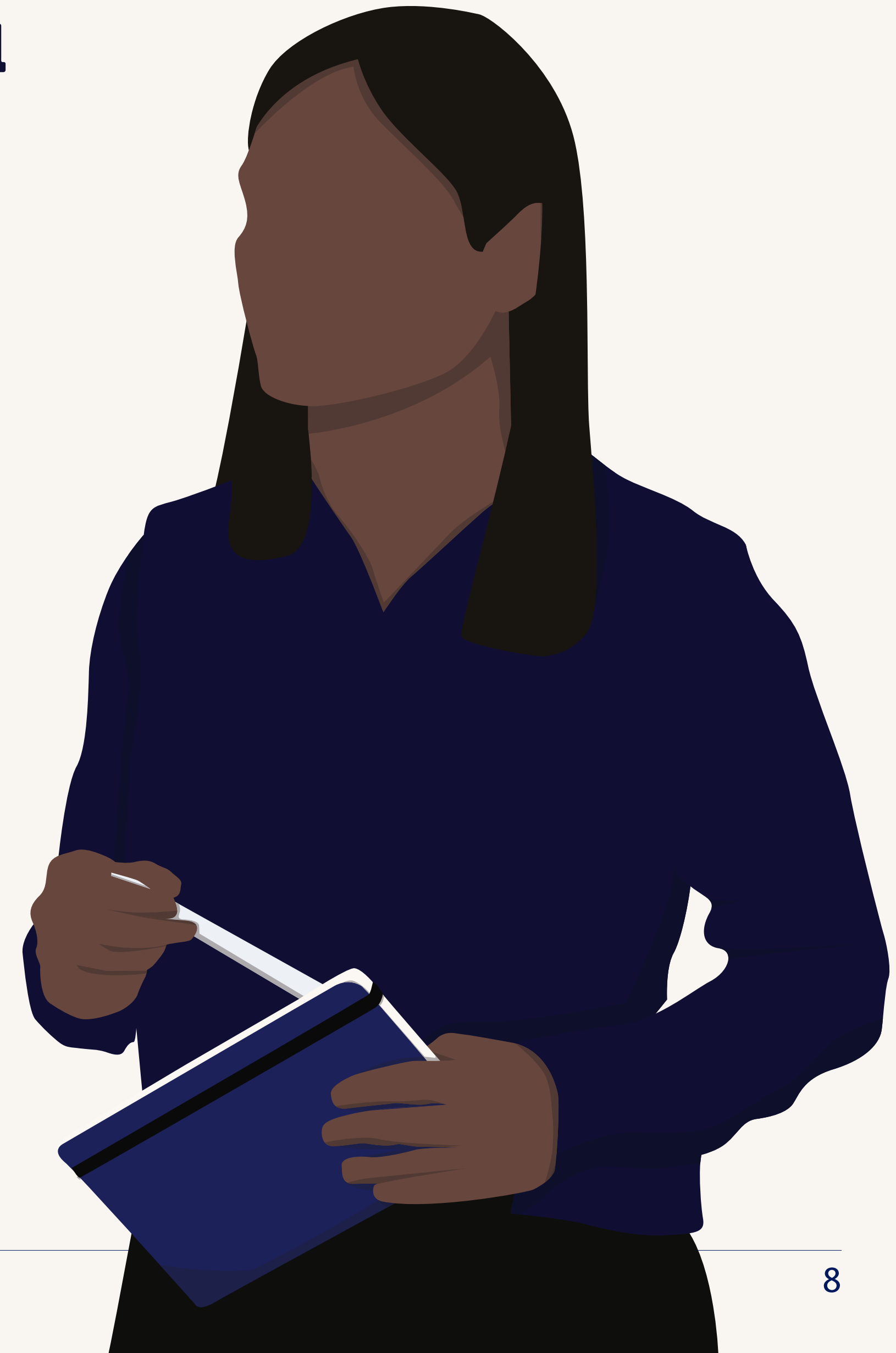
At Shaw Trust our people are our greatest strength, the custodians of our culture, delivering quality programmes and services and we are committed to encouraging a fully diverse and representative workforce at all levels of our organisation.

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.

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 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 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.

At Shaw Trust we have a female dominated workforce with approximately two thirds of Shaw Trust colleagues identifying as female. Building on our ongoing efforts to reduce our gender pay gap, we continue to take proactive steps to support women within our organisation to progress to senior opportunities.



Our action plan and achievements

As part of our commitment to reducing the gender pay gap we created a Gender Pay Gap action plan to record and monitor progress against tackling the gender pay gap.

Over the past two years we have:

- Implemented a pay grading structure and career development framework, increasing transparency of pay and highlighting routes for career progression within the organisation.
- Launched a talent management and development strategy with a focus on encouraging colleagues from underrepresented groups to take part in development programmes including leadership initiatives.
- Enhanced our Family Friendly policies and procedures to include additional guidance and support for colleagues with caring responsibilities and for those taking family leave.
- Provided information sessions and signposting for colleagues about pensions as a way to encourage the reduction in the gender pension pay gap.
- Strengthened our colleague diversity network offer by launching a Women's Network which has furthered our inclusivity ambitions, connecting women across the organisation and helping to drive our gender pay gap action plan activity.
- Introduced a menopause Peer support group that supports all colleagues with advice and guidance on the menopause regardless of gender identity.

Going forward at Shaw Trust, we will:

- Continue to review our gender pay gap data, and consider intersectionality, and be proactive in putting measures in place to reduce pay gaps.
- Focus on the achievement of equal representation of male and female colleagues on the senior leadership team.
- Continue our talent management and development initiatives.
- Continue to use our networks to support HR policy development.

View point of the CEO



I am proud of our ongoing achievements to support gender equality across the group as part of our wider diversity and inclusion approach, including the achievement in March 2023 of 50:50 gender parity at our most senior executive level.

We are committed to being a fully diverse and representative organisation and our colleagues demonstrate this commitment with the growth and development of employee networks to champion and influence positive change.

We continue to have inclusivity and intersectionality as a focus which will allow us to achieve 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

	Shaw Trust Group (Total)	Shaw Trust	Prospects	H2I
Number of employees	3351	2215	446	423
Mean Pay Difference	6.51%	6.49%	5.69%	4.86%
Median Pay Difference	1.48%	0.96%	1.56%	-1.39%
Mean Bonus Difference	-26.12%	-204.97%	-22.22%	-30.01%
Median Bonus Difference	-11.81%	-465.23%	0.00%	-61.25%
Proportion Receiving a Bonus				
Male	3.66%	2.50%	0.81%	7.63%
Female	3.11%	3.01%	0.93%	5.48%

Gender split for each quartile band	Shaw Trust Group (Total)		Shaw Trust		Prospects		H2I	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	38.13%	61.87%	40.36%	59.64%	30.10%	69.90%	30.23%	69.77%
Upper Middle Quartile	29.07%	70.93%	27.86%	72.14%	28.85%	71.15%	26.74%	73.26%
Lower Middle Quartile	29.37%	70.63%	29.72%	70.28%	27.88%	72.12%	39.08%	60.92%
Lower Quartile	32.71%	67.29%	35.13%	64.87%	28.57%	71.43%	22.99%	77.01%

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