

Gender Pay Report 2023

Gender Pay Report 2022-2023: Shaw Education Trust

Introduction:

At the Shaw Education Trust, we are committed to fostering a culture of equality, diversity, and inclusion. Our annual Gender Pay Report reflects our ongoing commitment to transparency and equality in the workplace. This report provides an analysis of our gender pay data as of the snapshot date of 31st March 2023, comparing the average earnings of men and women across the organisation.

Our Commitment:

We believe in fairness, equity, and opportunity for all our employees. The trust strives to ensure that all staff, regardless of gender, are given equal opportunities to grow, develop, and be rewarded for their contributions. This year's report is especially significant as it reflects the ongoing adjustments and initiatives, we have undertaken to mitigate the impacts of global challenges and support our diverse workforce.

Key Findings:

1. Hourly Rate Differences:

	Men	Women
Upper Hourly Pay Quartile	35.9%	64.1%
Upper Middle Hourly Pay Quarter	25.6%	74.4%
Lower Middle Hourly Pay Quartile	19.6%	80.4%
Lower Hourly Pay Quartile	12.7%	87.3%

Quartile Distribution: We continue to analyse our workforce quartile distribution to understand the spread of gender representation across different pay bands. This analysis helps us identify areas of improvement and the impact of our gender equality initiatives.

2. Mean and median gender pay gap using hourly pay:

Mean Gender Pay Gap	22.4%
Median Gender Pay Gap	33.2%

The report highlights the percentage difference in the mean and median hourly rates between our male and female employees. This year, we have observed a decrease in the gender pay gap, moving us closer to from our goal of pay parity.

3. Bonus Payments

	Men	Women
Percentage of men and women who received bonus pay	0.4%	0.4%
	Mean	Median
Median and Mean gender pay gap bonus:	-392.1%	-356%

While bonus payments remain rare within the Trust, our data shows the median and mean bonus pay differences between genders. This year's figures indicate that our female colleagues are currently paid significantly more bonus pay than our male colleagues.

Progress and Initiatives:

Following last year's report, we have implemented several initiatives aimed at promoting gender equality:

- **Enhanced Recruitment Processes:** We have improved our recruitment strategies to ensure diversity and equality, with an emphasis on fair and unbiased selection procedures.
- **Flexible Working Arrangements:** Recognising the importance of work-life balance, we have expanded our flexible working options, making roles more accessible and accommodating for all employees.
- **Professional Development:** We continue to offer and promote development programs accessible to all staff, aiming to support career progression and reduce gender disparities in senior roles.
- **Equality, Diversity, and Inclusion (EDI) Strategy:** We have updated our EDI strategy to further embed equality and inclusion in all aspects of our work.

Looking Forward:

The Shaw Education Trust is committed to continuous improvement and is actively working on strategies to reduce the gender pay gap. Over the coming year, we plan to:

- Conduct comprehensive reviews of pay and progression structures.
- Enhance support for leadership and development.
- Increase awareness and understanding of gender equality issues across the Trust.

Conclusion:

While we are proud of the progress made, we recognise there is more to be done. We remain dedicated to achieving a balanced and fair workplace for all our employees, irrespective of gender. We welcome feedback from our staff and community as we continue to work towards closing the gender pay gap at Shaw Education Trust.

Stephen Watson

Chief People Officer

