

Gender Pay Report 2023-2024: Shaw Education Trust

Introduction: At 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 fairness in the workplace. This report provides an analysis of our gender pay data as of the snapshot date of 31st March 2024, 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 reflects the continued impact of our initiatives aimed at reducing gender pay disparities and promoting a more inclusive work environment.

Key Findings:

1. Hourly Rate Differences:

- **Mean Gender Pay Gap:** 20.86% lower for women
- **Median Gender Pay Gap:** 33% lower for women

Our data shows a decrease in the mean gender pay gap compared to the previous year, demonstrating progress towards achieving pay parity.

2. Bonus Payments:

- **Percentage of men and women who received bonus pay:**
 - 0% of men
 - 0% of women
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- **Bonus pay gap:** Bonus payments remain rare within the Trust and equated to zero payments in the current reporting period.
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3. Pay Quartiles: This analysis shows the proportion of men and women in each pay quartile:

- **Top quartile:** 34.71% men | 65.29% women
- **Upper middle quartile:** 26.61% men | 73.39% women
- **Lower middle quartile:** 21.22% men | 78.78% women
- **Lower quartile:** 11.41% men | 88.59% women

These figures reflect a continued higher representation of women in lower pay quartiles, reinforcing the importance of our initiatives to support career progression for women into senior roles.

Progress and Initiatives: Following last year's report, we have continued to implement and refine several initiatives aimed at promoting gender equality:

- **Enhanced Recruitment Processes:** We have strengthened 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 continue to offer flexible working options, making roles more accessible and inclusive.
- **Professional Development:** Our development programs are actively promoted to all staff, supporting career progression and reducing 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 organisation.

Looking Forward: The Shaw Education Trust remains committed to continuous improvement and is actively working on strategies to further 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 pleased with the progress made, we recognise that there is still more work to be done. We remain dedicated to achieving a balanced and fair workplace for all employees, regardless of gender. We welcome feedback from our staff and community as we continue our efforts to close the gender pay gap at Shaw Education Trust.

Stephen Watson

Chief People Officer