



Gender Pay Gap

Author:	Natalie Dalvarez
Publication Date:	March 2026
Snapshot date:	31 March 2025



**Shaw
Education
Trust**

Opening doors
to the world



• through the
power of learning



Gender Pay Gap report for 2024 to 2025

Introduction

At Shaw Education Trust, we are committed to fostering a culture built on opportunity, integrity, community, and equity. Ensuring fairness in pay and progression is a key part of this commitment.

This report outlines our gender pay gap data for the reporting period ending 31 March 2025, in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It provides an overview of the difference in average earnings between men and women across the Trust and highlights the actions we are taking to address disparities and promote equality within our workforce.

It is important to note that the gender pay gap differs from equal pay. Equal pay relates to men and women receiving the same pay for performing the same or equivalent roles. The gender pay gap measures the difference in average pay across the entire workforce, which can be influenced by workforce composition, occupational distribution, and representation in senior roles.

As an organisation operating in the education sector, where women make up the majority of the workforce, our focus remains on ensuring equitable access to career progression and leadership opportunities for all colleagues.

Our Commitment

Shaw Education Trust is committed to ensuring that all employees are treated fairly and have equal access to opportunities for development and advancement.

We strive to create an inclusive environment where colleagues are supported to grow professionally and where pay structures are transparent and equitable. Addressing the gender pay gap is an ongoing priority for the Trust, and we continue to review our practices to ensure that barriers to progression are identified and addressed.

Gender Pay Gap Overview

The gender pay gap is calculated by comparing the average hourly pay of men and women across the organisation.

Hourly Pay Gap

- **Mean gender pay gap:** 22.16% lower for women
- **Median gender pay gap:** 32.97% lower for women

The mean gender pay gap has increased slightly compared with the previous reporting year (by **1.3%**), while the median pay gap has remained broadly consistent.





These figures reflect the distribution of roles within the Trust rather than differences in pay for equivalent roles. Like many organisations in the education sector, our workforce is predominantly female, particularly within teaching and support roles. Men remain proportionally more represented in some senior leadership positions, which contributes to the overall pay gap.

Addressing this imbalance continues to be a key focus of our workforce development and leadership strategies.

Bonus Payments

Bonus payments remain rare within the Trust.

Percentage of employees receiving bonus pay:

- Men: 0%
- Women: 0%

Bonus pay gap:

- Mean bonus pay gap: 0%
- Median bonus pay gap: 0%

As no bonus payments were made during the reporting period, there is no gender difference in bonus pay.

Pay Quartiles distribution

To further understand pay distribution within the organisation, employees are divided into four equal pay quartiles based on hourly earnings.

Pay Quartile	Men	Women
Top Quartile	34.57%	65.43%
Upper Middle Quartile	27.06%	72.94%
Lower Middle Quartile	17.05%	82.50%
Lower Quartile	12.13%	87.87%

Women represent the majority of employees across all pay quartiles, reflecting the overall gender composition of the education workforce. However, men are proportionally more represented within the higher pay quartiles relative to their overall representation within the workforce.

This pattern is common within the education sector and highlights the importance of continuing to support career progression pathways and leadership development opportunities across the Trust.





These figures are similar to those reported for the previous year, with the exception of the lower middle quartile which is showing a greater difference in favour of women. This reflects 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 across our Trust.

Understanding the Gender Pay Gap

The gender pay gap within Shaw Education Trust is influenced by several structural factors common within the education sector:

Workforce composition

The Trust employs a significantly higher proportion of women across teaching, support, and administrative roles.

Leadership representation

While women are strongly represented across the workforce, men remain proportionally more represented in some senior leadership positions.

Occupational distribution

Certain roles within education, particularly support and administrative positions, tend to fall within lower pay ranges and are predominantly held by women.

These factors contribute to the overall gender pay gap, even where men and women performing the same roles are paid equally.

Progress and Initiatives

Over the past year, Shaw Education Trust has continued to strengthen initiatives aimed at promoting equality, diversity, and inclusion across the organisation.

Recruitment and Promotion

We have reviewed our recruitment processes to ensure they remain fair, transparent, and free from bias. Recruitment panels are encouraged to follow consistent and inclusive selection practices, and internal promotion processes are regularly reviewed to ensure equal opportunities for all colleagues.

Flexible Working

Flexible working arrangements remain an important part of our approach to supporting colleagues. By enabling greater flexibility in how and where work is undertaken, we aim to ensure roles remain accessible and inclusive for employees balancing professional and personal responsibilities.

Professional Development

Professional development programmes continue to be promoted across the Trust to support colleagues in building their skills and progressing in their careers. These opportunities play a key role in supporting the development of future leaders within the organisation.





Equality, Diversity and Inclusion Strategy

Our Equality, Diversity and Inclusion (EDI) strategy continues to guide our efforts to embed inclusive practices across all areas of the Trust. Through this strategy we aim to ensure that equality considerations are integrated into recruitment, development, and leadership practices.

Looking Ahead

While progress has been made, we recognise that further work is required to reduce the gender pay gap and support balanced representation across all levels of the organisation.

Over the coming year, we will focus on:

- Conducting regular reviews of pay and progression structures
- Strengthening inclusive recruitment and promotion practices
- Encouraging applications for leadership roles from underrepresented groups
- Expanding leadership development and mentoring opportunities
- Continuing to raise awareness of gender equality and inclusion across the Trust

Through these actions, we aim to support fair career progression and ensure that all colleagues have equal opportunities to develop and succeed.

Statement of Accuracy

I confirm that the information contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Natalie Dalvarez
Interim Chief People Officer
March 2026



Opportunity



Integrity



Community



Equity



Working together to inspire communities where every school
is valued, every voice matters and every learner thrives.



**Shaw
Education
Trust**

Shaw Education Trust Head Office,
Kidsgrove Secondary School, Gloucester Road,
Kidsgrove, ST7 4DL

Email: info@shaw-education.org.uk

Call: 01782 948259

Visit: shaw-education.org.uk

LinkedIn: [@ShawEducationTrust](https://www.linkedin.com/company/ShawEducationTrust)