

shaw trust

Paying our people fairly:
the Shaw Trust 2022 Pay
Gap Data and Action Plan



At Shaw Trust, we help more than 300,000 people every year by delivering services focused on care, education, work and wellbeing.

As a charity, we put people at the centre of our services and focus on creating the best possible results for those we support. We invest in the people and communities we support, creating social value in everything we do. We believe in fairness, equality and opportunity.

To achieve our impact, we employ more than 3,000 people and our people – both colleagues and volunteers – are our greatest strength. Together we live our values, inspire our culture and deliver innovative and high-quality services linking us to those we support. We achieve this by treating our people well and striving to provide good and rewarding work opportunities.

Shaw Trust:

- pays the Real Living Wage
- supports progression with cross-organisation career paths and training
- employs a diverse and representative workforce
- creates safe spaces – especially for those with protected characteristics
- ensures our volunteers receive training and recognition to support our work



“Shaw Trust people are some of the best – striving every day to deliver excellence for our participants. As an organisation committed to closing the pay gap, whether gender, ethnicity or disability we believe it is vital we are transparent in our pay gap reporting. I am delighted to see we have made significant progress in reducing our gender pay gap and am proud to report our disability and ethnicity gaps. But this is not an end in itself, and we will remain proactive in ensuring not only equity in pay, but in opportunity, progress, satisfaction and engagement for all our colleagues.”

Chris Luck CB MBE DL, Group Chief Executive

Pay Gap Reporting

Our people are the custodians of our culture delivering the quality programmes and services that improve people's lives. At Shaw Trust, we are committed to encouraging a fully diverse and representative workforce at all levels of our organisation and we are proud that we have a negligible pay gap for disability, no pay gap for ethnicity and a small pay gap for gender.

Our data collection methodology is on [page 19](#).

There is always more to do. We are on a journey of continuous improvement. Alongside our clear policy of paying colleagues equally for the same or equivalent work, regardless of their gender, ethnicity or disability status (or any other characteristic), we will continue to:

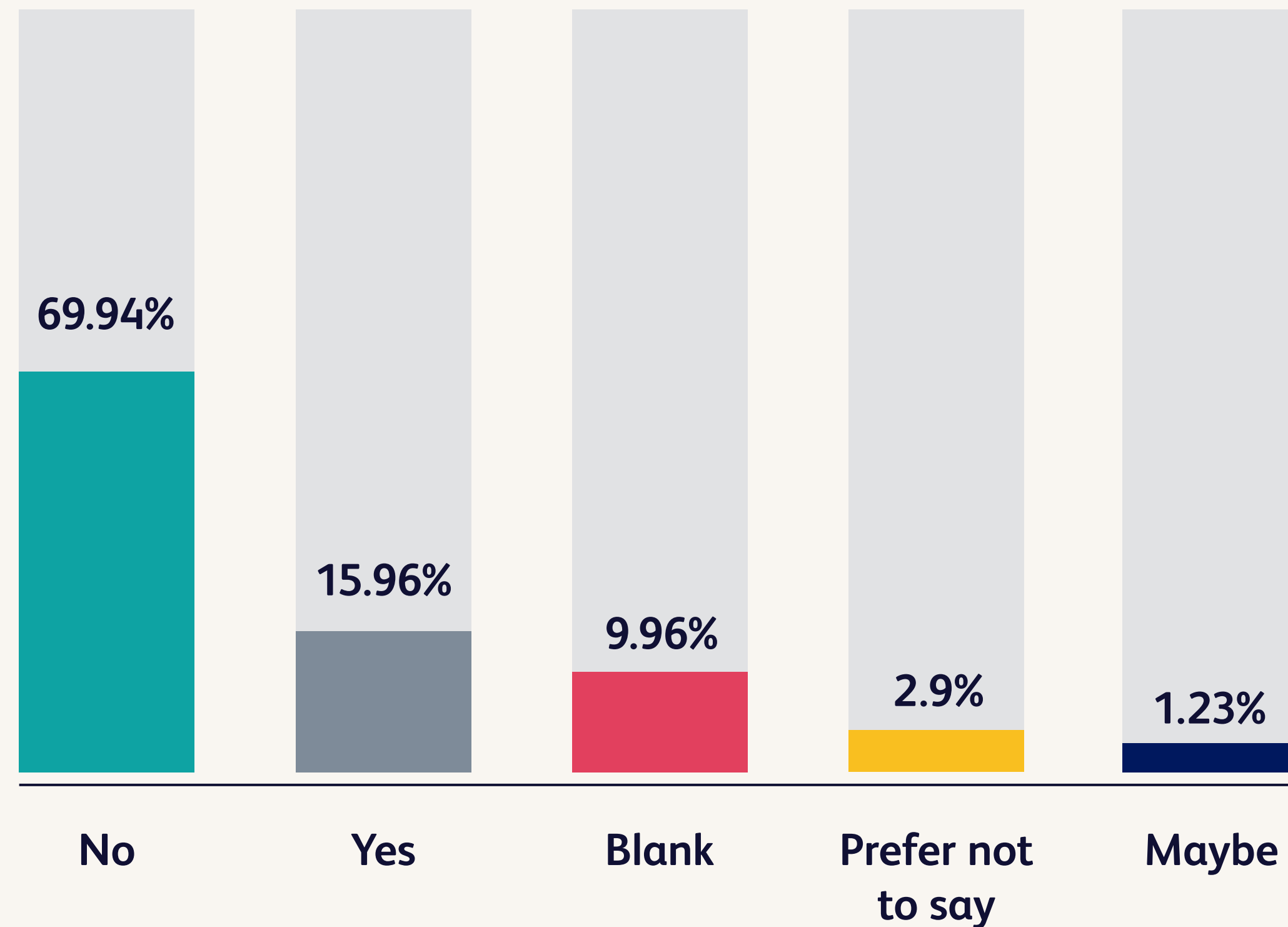
- regularly review our pay gap data, considering intersectionality, and using the insights to make improvements
- proactively put in place measures to reduce pay gaps
- engage our colleagues at every level of the organisation in talent management and development
- use our employee networks and peer groups to support HR policy development, ensuring our policies benefit from a range of voices and experiences so they're the best they can be
- embed inclusive recruitment practices, ensuring we are at the forefront of best practice
- focus on continued equal representation of male and female colleagues on the Senior Leadership Team



disability pay gap

17% of our colleagues reported they have, or may have a disability.

Proportion of colleagues



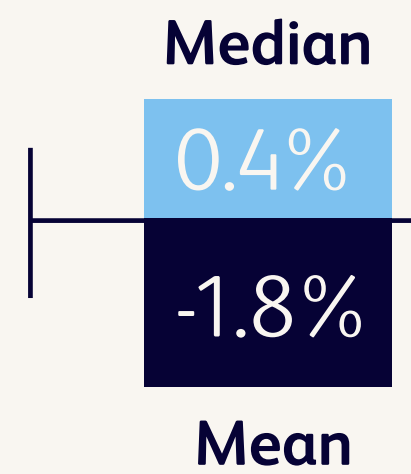
17% of our colleagues answered “yes” or “maybe” to having a disability. 2.9% said they “prefer not to say” and nearly 10% didn’t respond.

Approximately one in five of the working-age population are disabled so this is broadly comparable to the UK as a whole.

At Shaw Trust the median disability pay gap is 0.4% and the mean disability pay gap is -1.8%.

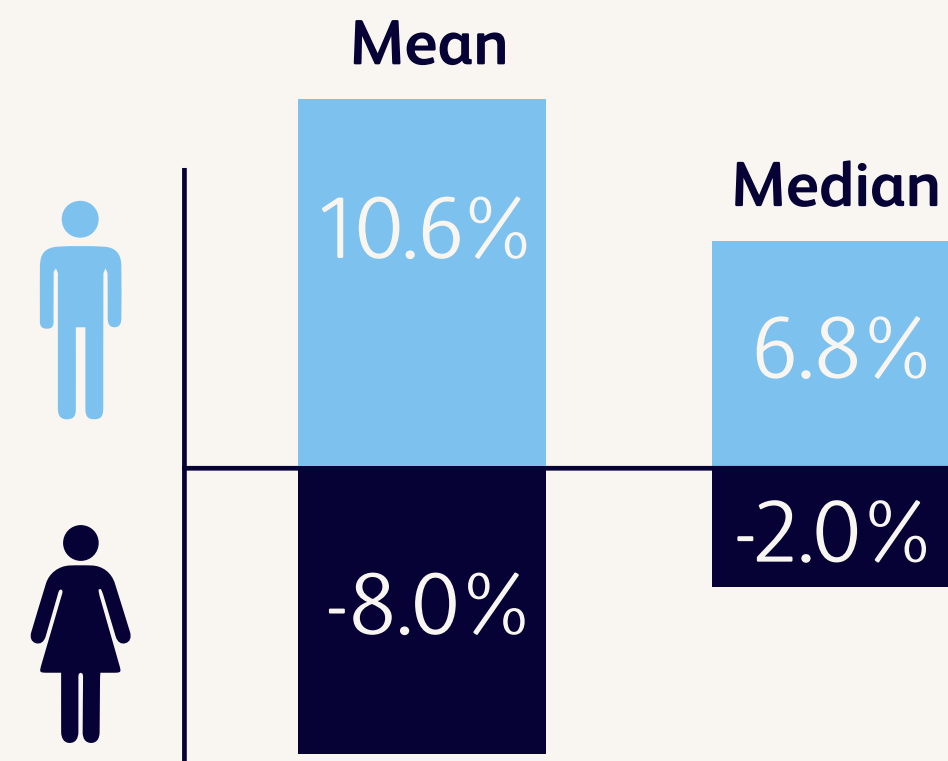
For this data colleagues who state “yes” or “maybe” to the disability question have been compared against colleagues who state “no”. This gives the following pay gap data:

Pay gap for all colleagues who state Yes or Maybe



Our data shows a negative pay gap for colleagues who have, or may have, a disability. However, when we compare male and female colleagues we find their experiences are very different.

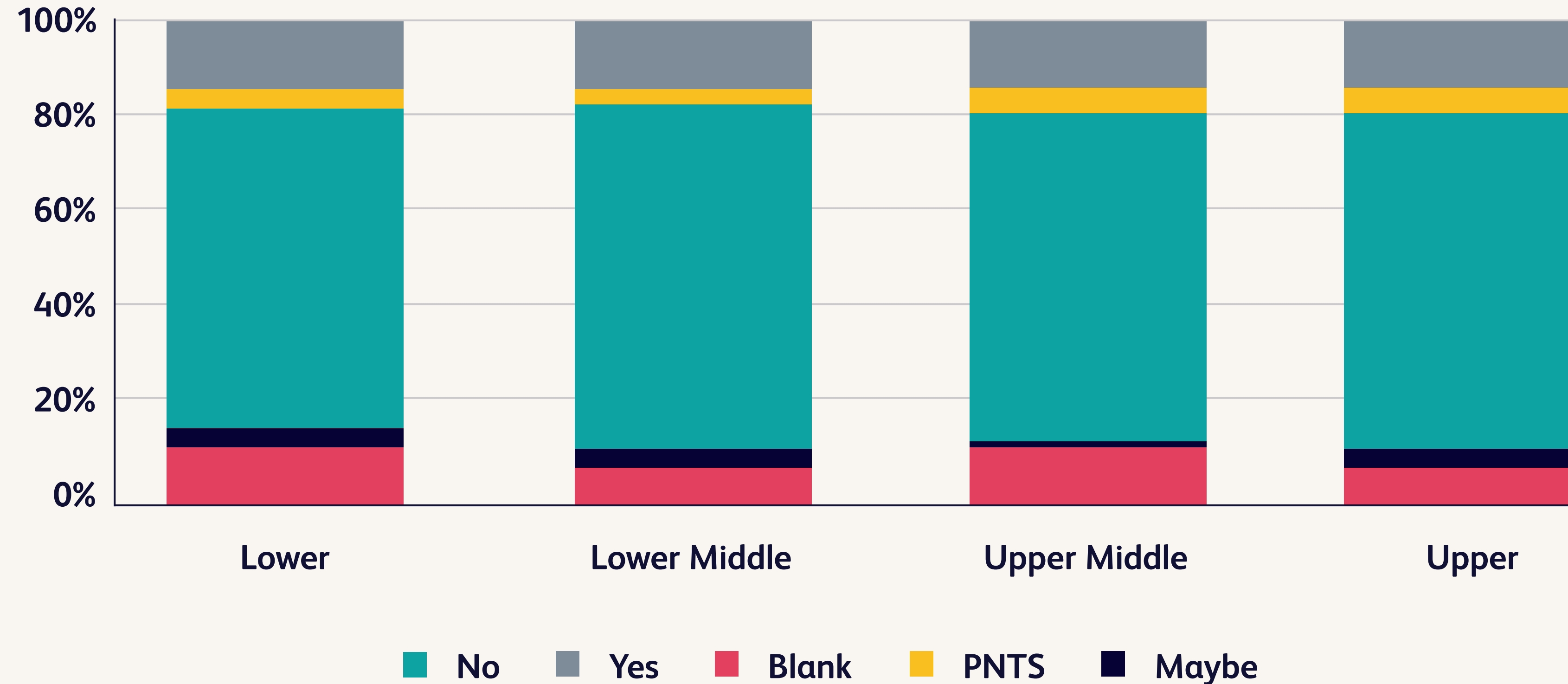
Pay gap for male and female colleagues who state Yes or Maybe



Fewer male colleagues completed their disability status and this could explain the disparity. Data is unavailable for 20% of male colleagues compared to only 5% of female colleagues.

Our data shows a negative pay gap for our female colleagues in both the median and mean results.

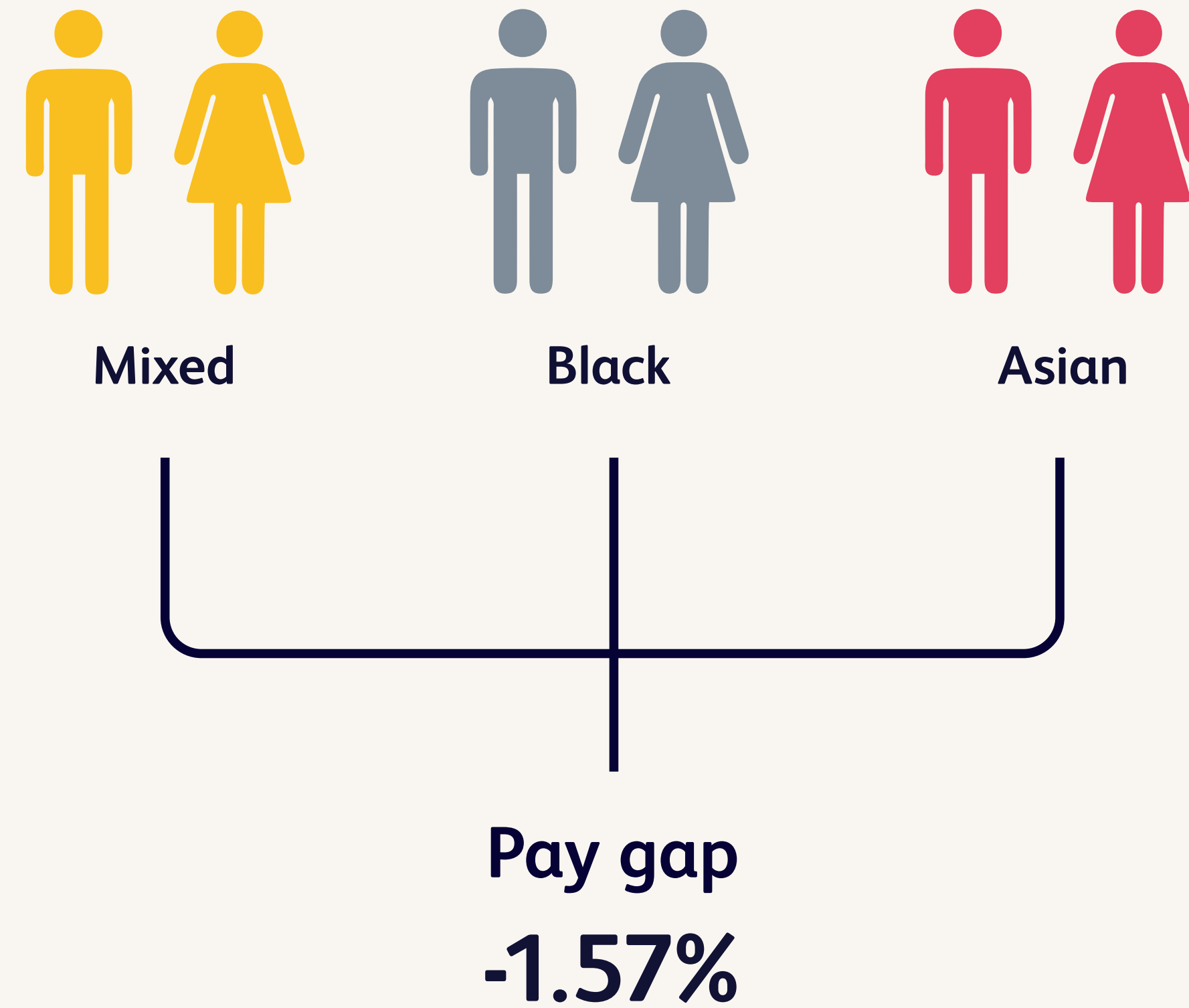
Our colleagues with a disability are evenly distributed across all pay quartiles.



ethnicity pay gap

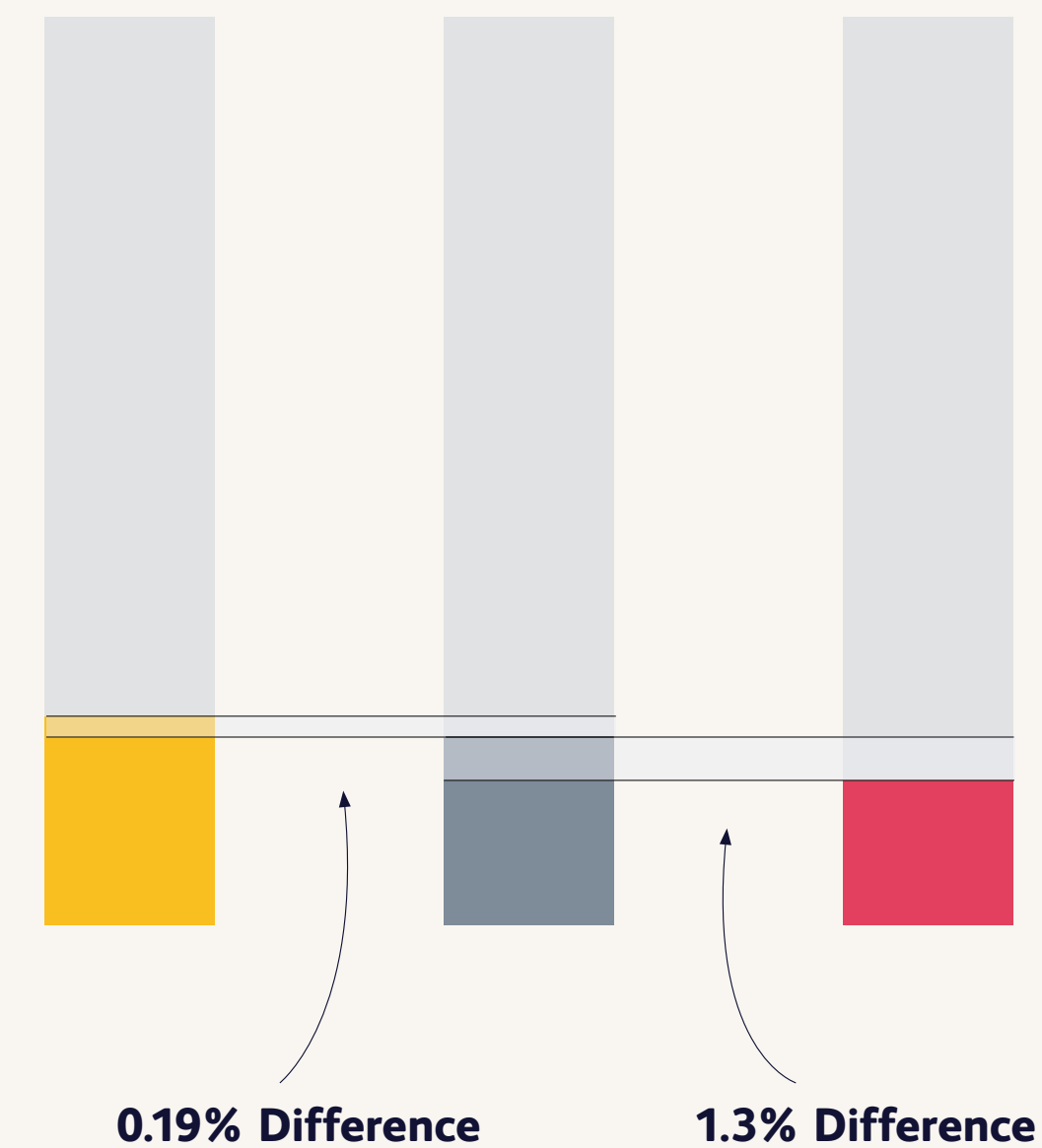
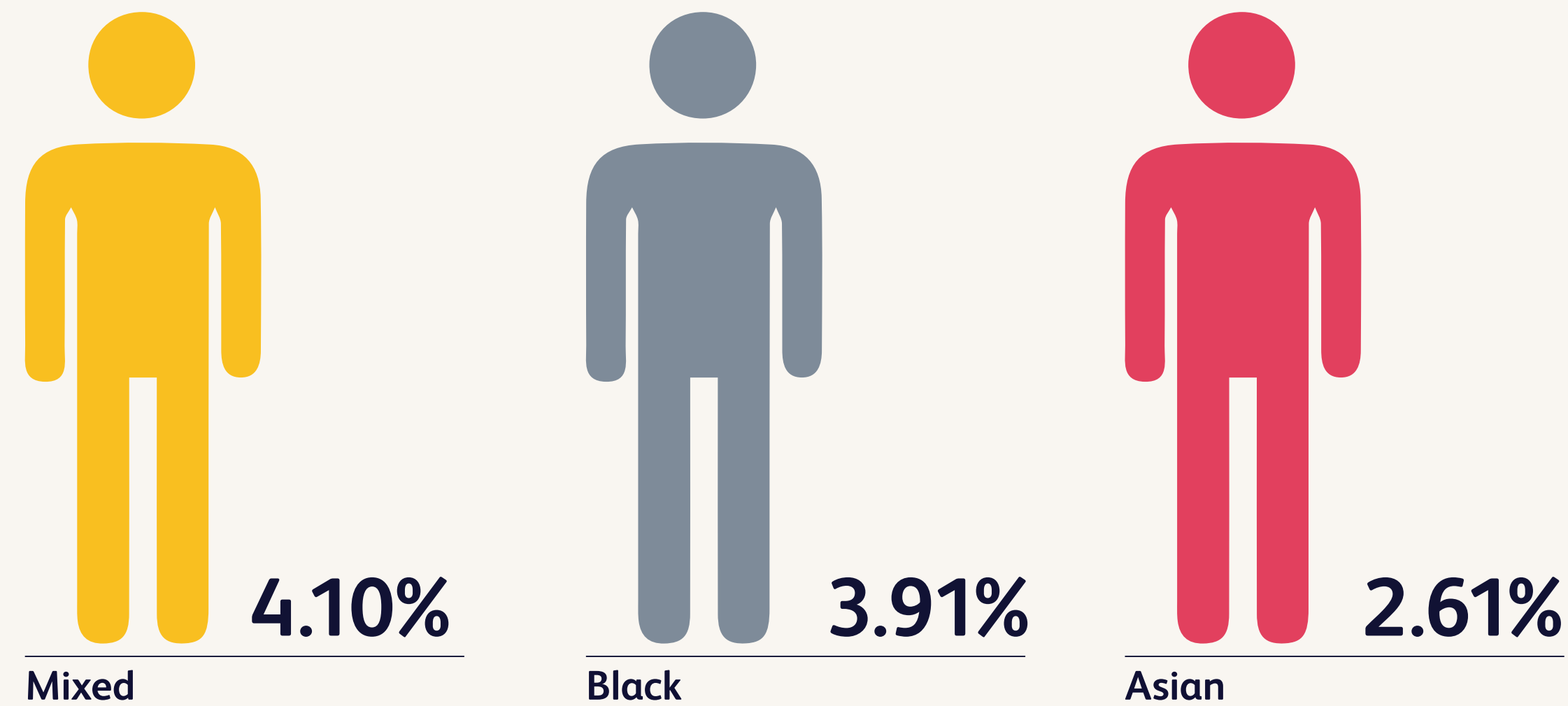
The median ethnicity pay gap at Shaw Trust is -1.57%.

The median pay gap in grouped ethnicities is represented below:



Mean pay gap

This data shows the difference between the mean hourly rate of pay of all white employees and that of employees from other ethnic groups.

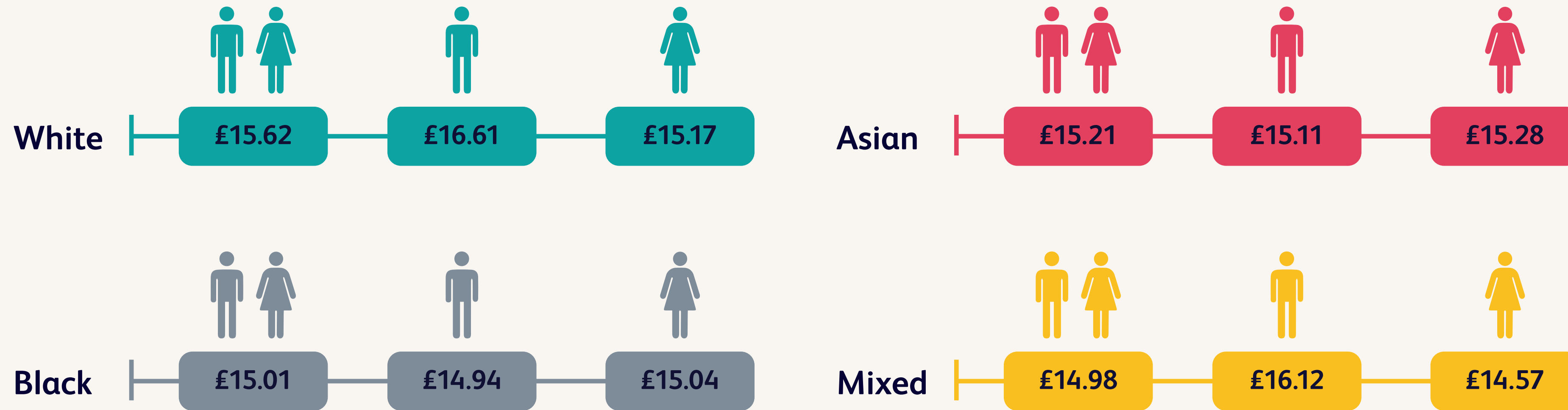


A 4.1% pay gap in monetary terms relates to a 64p per hour difference in hourly rates.

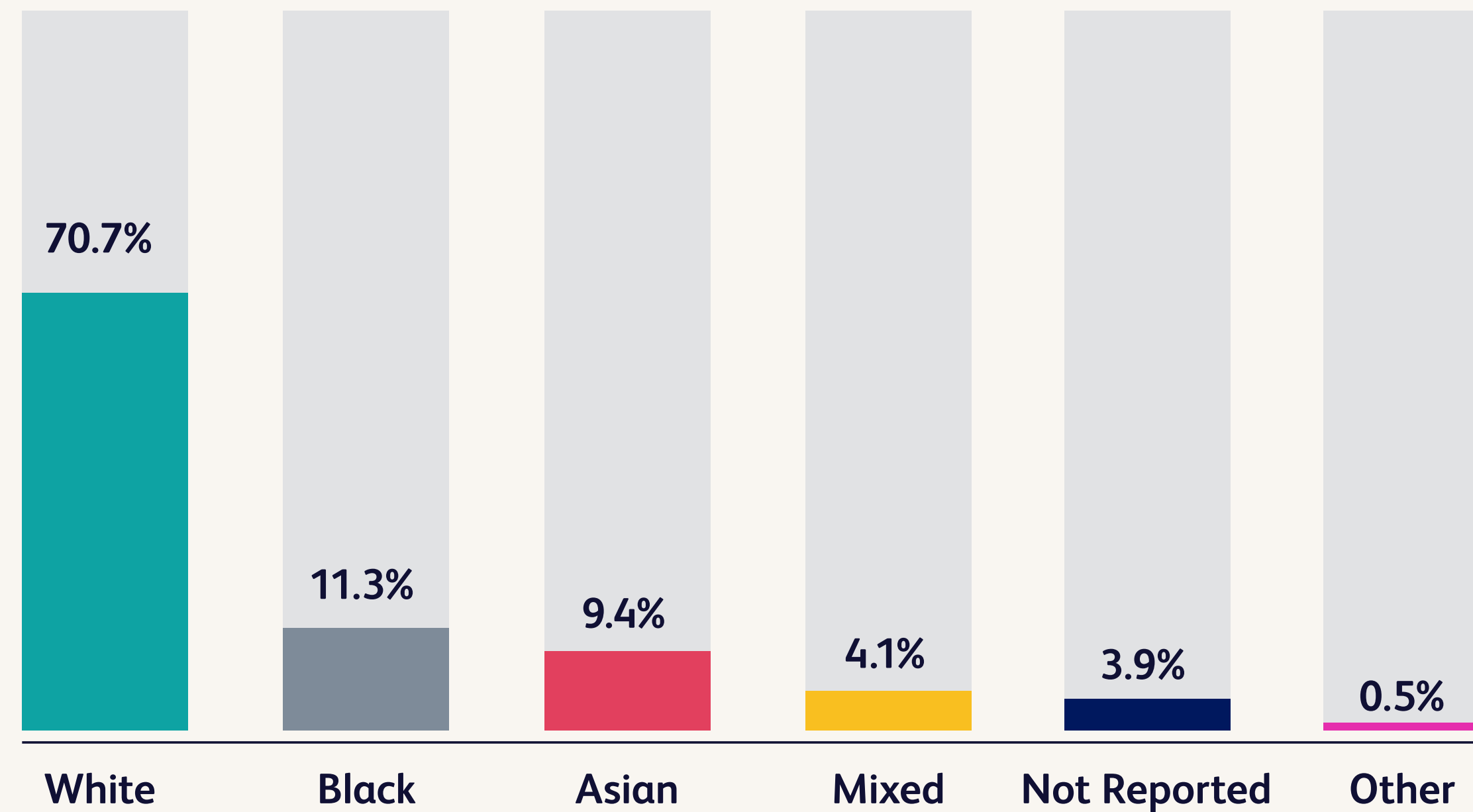
The mean data shows a positive pay gap with the most significant area being colleagues stating ethnicity as “mixed ethnicity”. As the mean pay gap represents average pay, this will be impacted by the representation of higher paid colleagues in certain ethnic groups.

We overlaid gender and ethnicity pay gap data:

Mean Salary by Ethnic Group (collated data for each group)



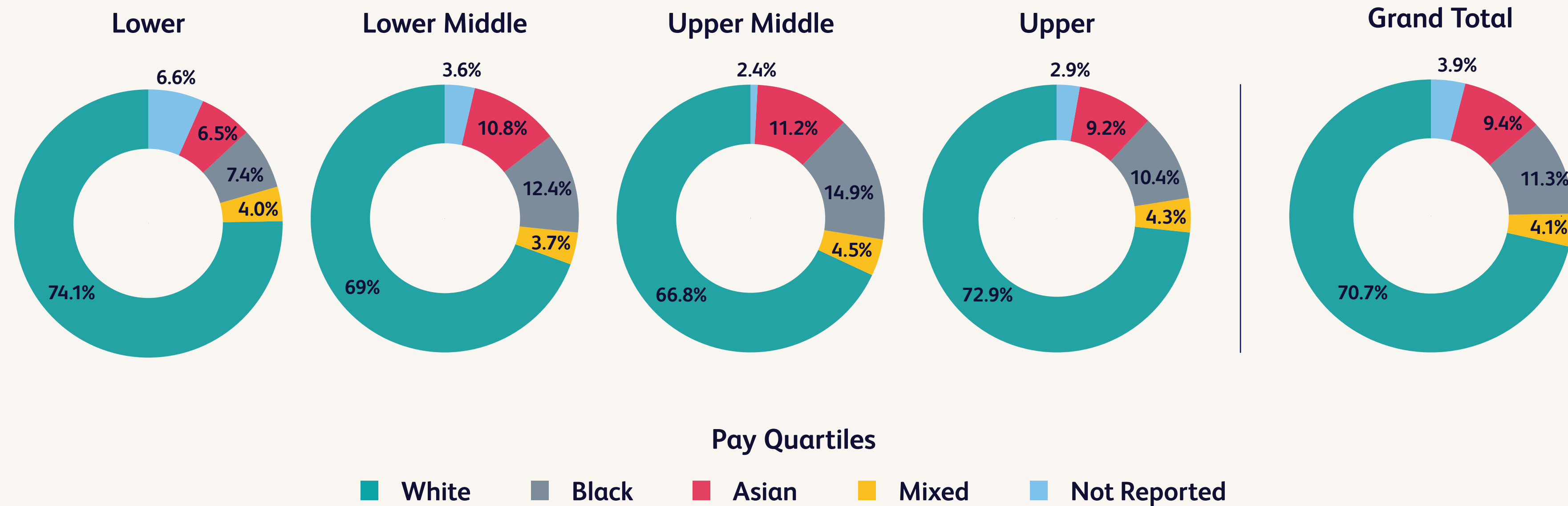
The demographic of Shaw Trust colleagues is broadly representative of the population of the UK:



Colleagues in Shaw Trust can record their ethnicity based on the ethnic groups as included in the reporting methodology (page 19) however, we have combined ethnic groups in line with census data to give better statistical representation.

The majority of colleagues share their ethnicity with only 4% of colleagues not sharing this data.

Representation of Shaw Trust colleagues by ethnicity and pay quartiles:

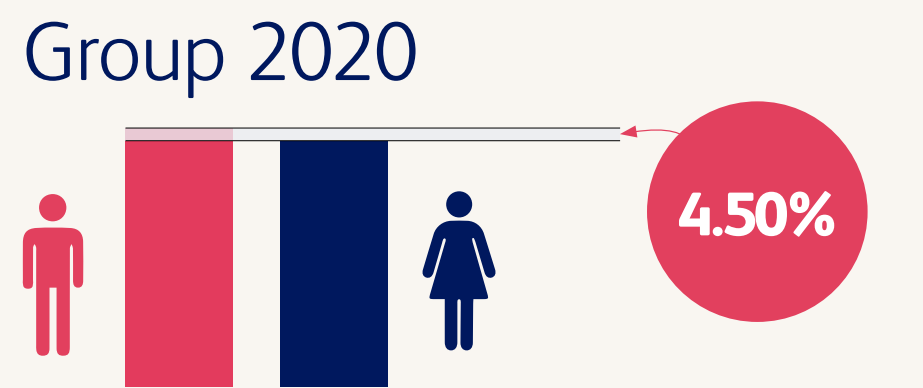


There is a proportionally higher representation of colleagues of white ethnicity at the lower and upper quartiles of pay reporting. Colleagues stating mixed ethnicity is fairly static across the quartiles and there is a larger variance in both Asian and Black ethnicities. Both Asian and Black ethnicities do not have a higher representation at the lower pay quartiles.

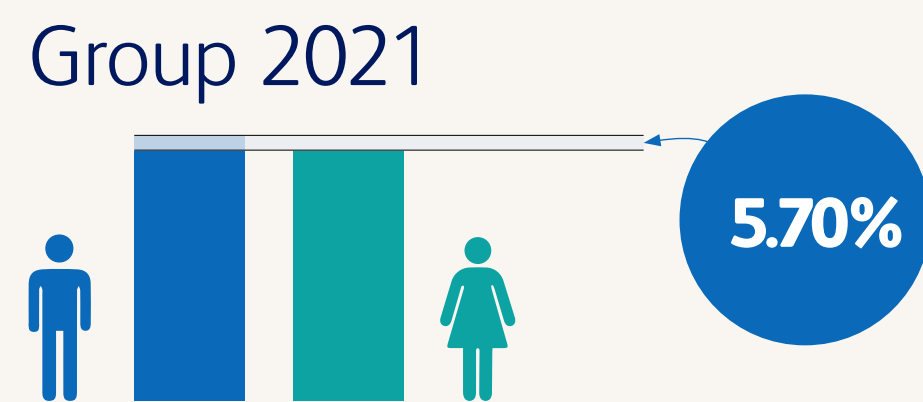
gender pay gap

In the last three years, Shaw Trust has recorded a reduction in the overall median gender pay gap:

Median Pay Difference 2020-2021

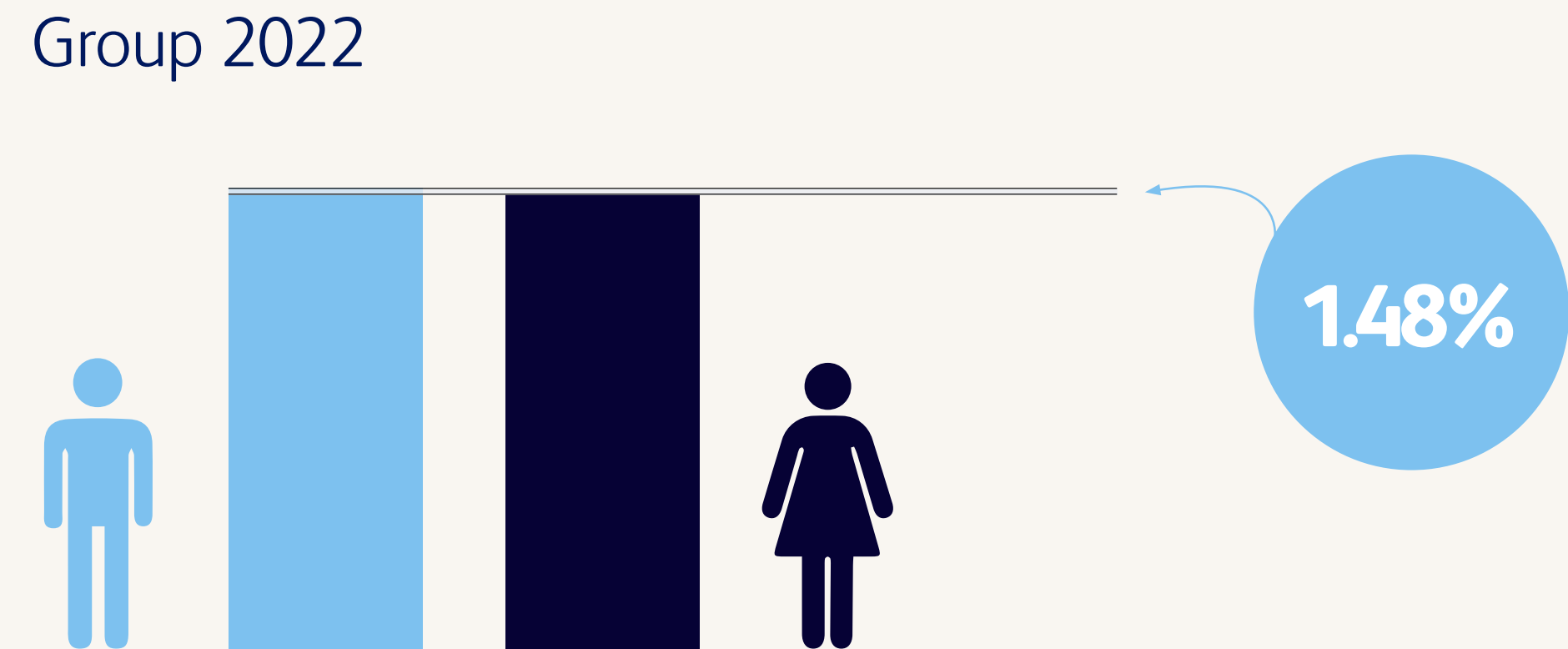


The median pay difference is **4.50%**.



The median pay difference is **5.70%**.

Median Pay Difference 2022

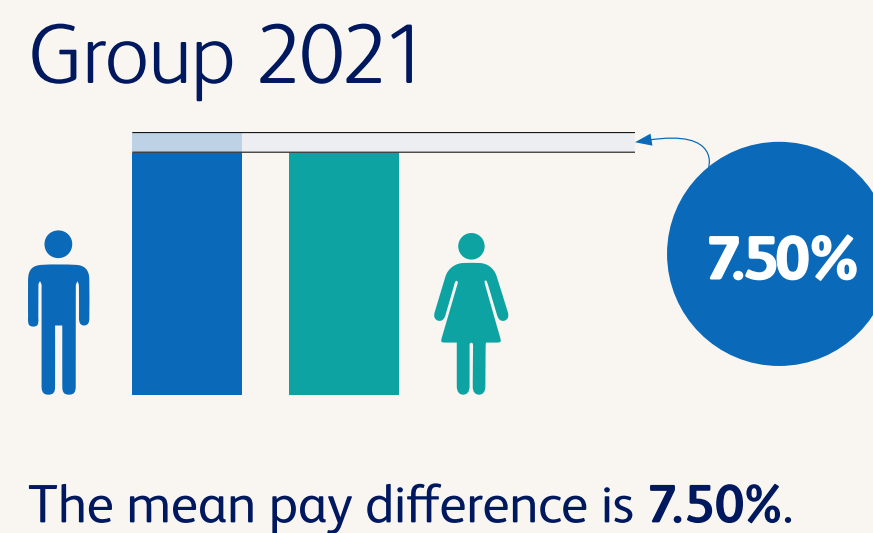
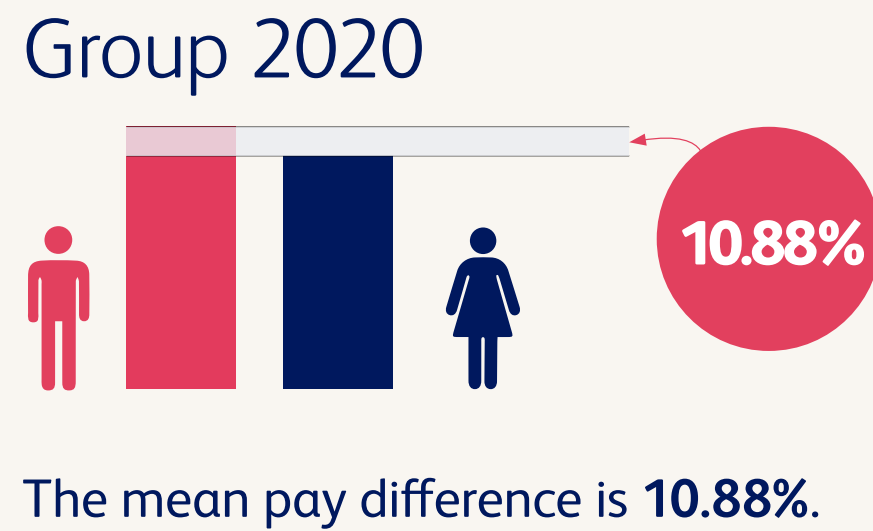


The median pay difference is **1.48%**.

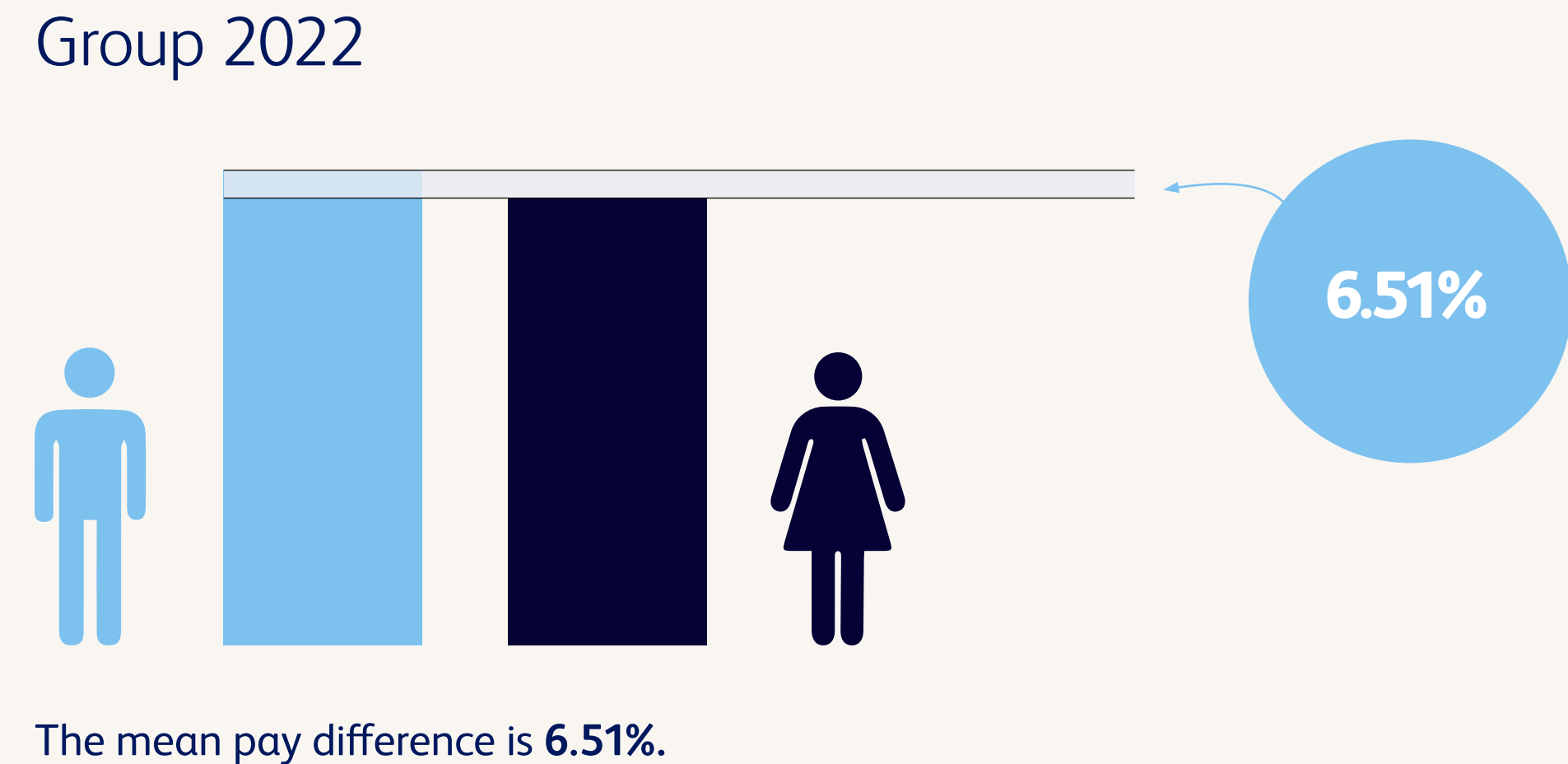
The following metrics have been calculated using the current statutory reporting guidance.

In the last three years, Shaw Trust has recorded a reduction in the overall mean gender pay gap:

Mean Pay Difference 2020-2021

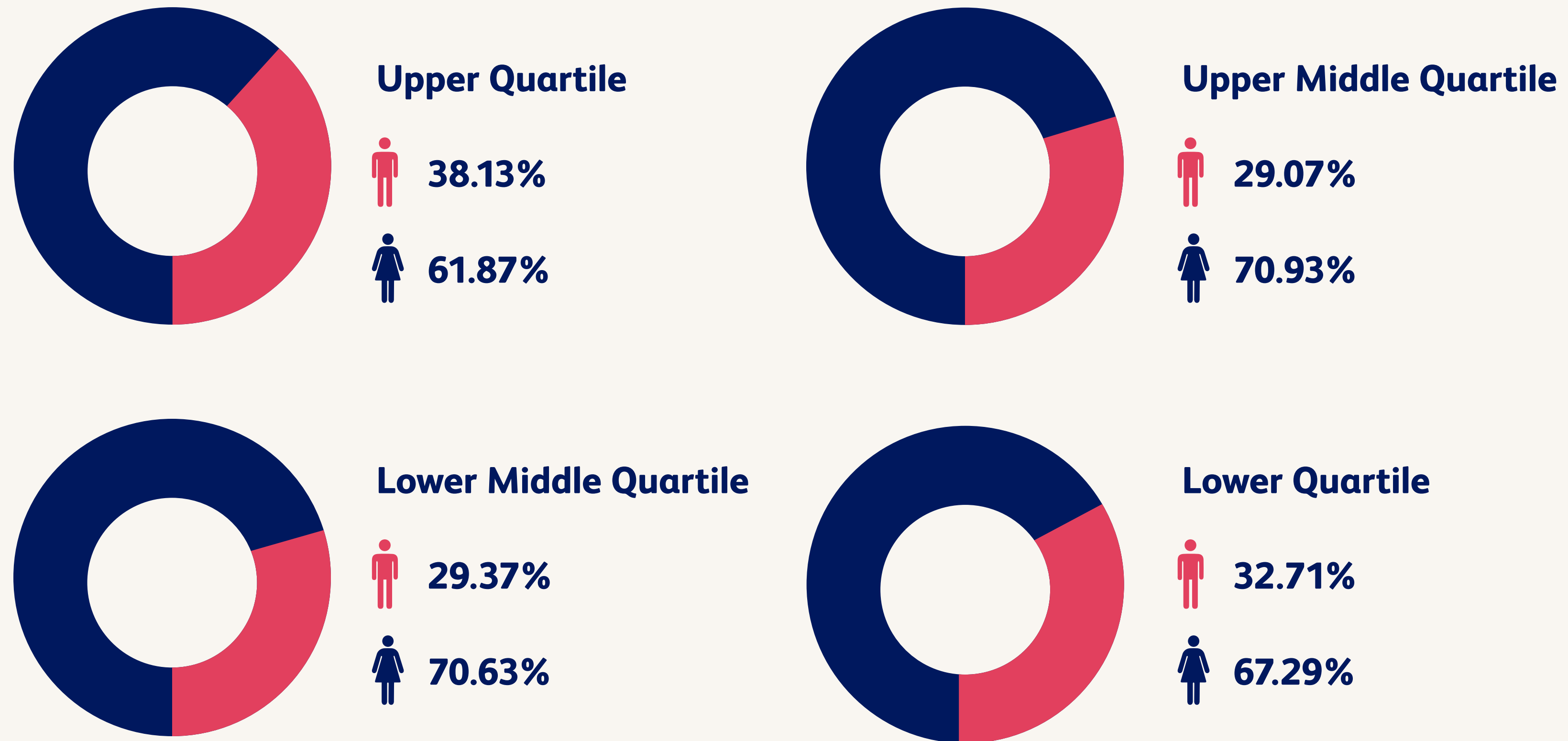


Mean Pay Difference 2022



The following metrics have been calculated using the current statutory reporting guidance.

Looking across the whole organisation:



For more detailed information and data analysis please see our current [Gender Pay Gap report](#).

methodology

Reporting methodology – definitions.

Definitions:

Throughout this report we report our **mean** and **median** pay gaps, and gaps by **quartile**.

Mean pay is calculated by adding the rate of pay for everyone working at Shaw Trust together and dividing it by the total number of employees.

Median pay is calculated by ranking everyone working at Shaw Trust's rate of pay and finding the middle point.

Quartiles are created by ranking everyone's rate of pay. The first 25% with the lowest rate of pay is the lower quartile, the lower middle quartile is between 26% and 50%, the upper middle quartile is 51% and 75% and the upper quartile is the 25% of highest earners.

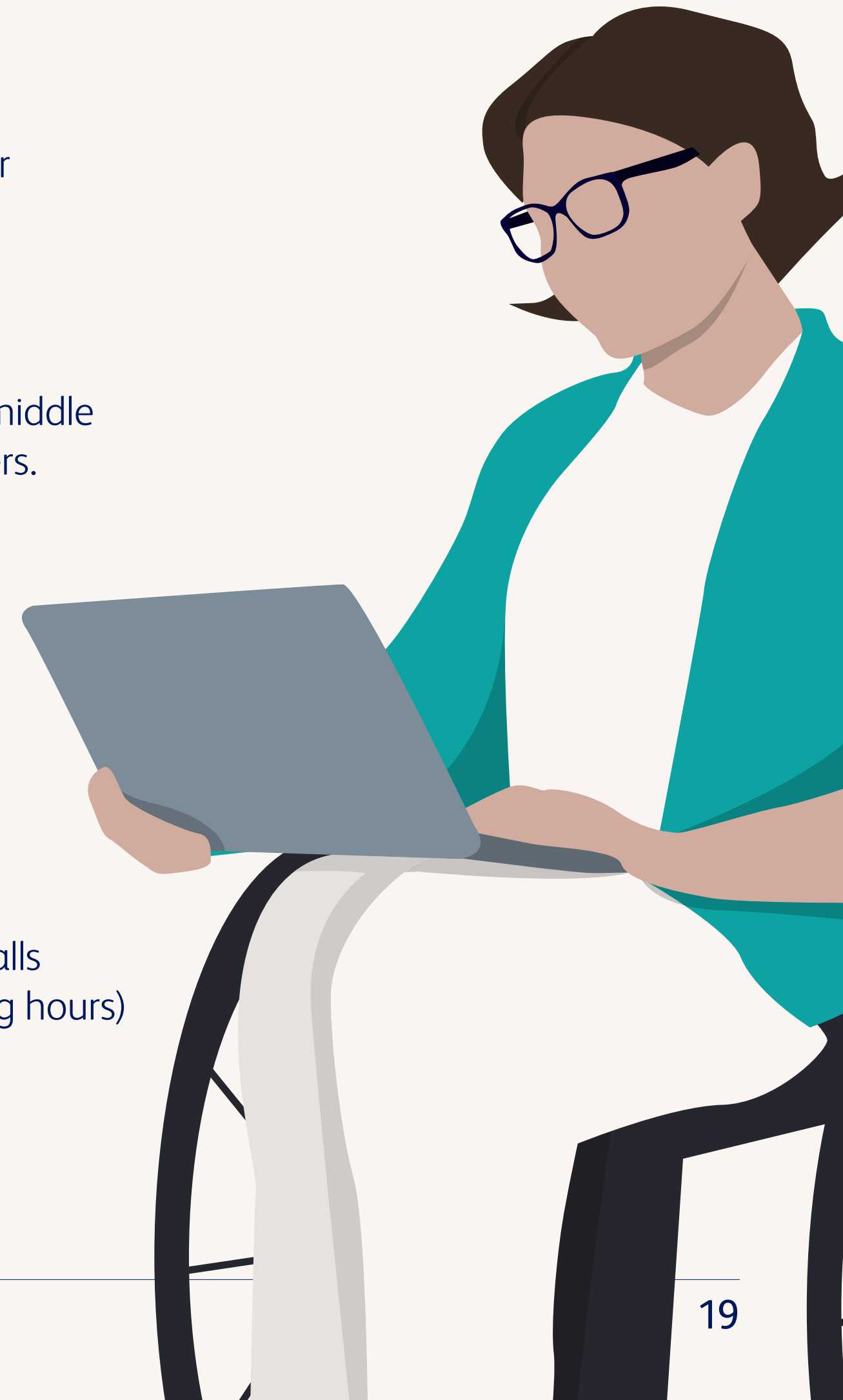
Gender Pay Gap: The data included in this report has been calculated using statutory reporting guidance.

Disability Pay gap: The disability pay gap has been calculated on the same basis as gender pay gap reporting.

Ethnicity Pay Gap: The government introduced Ethnicity Pay reporting guidance for employers in April 2023.

Full-pay relevant employee: Full-pay relevant employees are all employees employed on our snapshot date who are either:

- paid their usual full basic pay – including paid leave – or paid for piecework during the pay period in which your snapshot date falls
- paid less than their usual basic pay or piecework rate, but not because of leave (for example, because they have irregular working hours)



Reporting methodology – Gender Pay Gap:

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

Our gender pay gap has been calculated on the basis of:

- 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
- 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



Reporting methodology – Disability Pay Gap:

The disability pay gap has been calculated on the same basis as the gender pay gap reporting.

The following calculations are included in this report:

- disability information across the organisation as a whole
- proportion of employees that did not disclose their disability information
- mean and median pay gaps that measure the difference between average earnings in an organisation for different groups
- pay quarters that measure the representation of employees with disabilities at different levels of pay

Our colleagues have the option to complete personal information which includes the question “Do you consider yourself to have a disability or long-term condition (such as dyslexia, diabetes, arthritis, a heart condition, or a mental health condition, for example)?”

Colleagues can report any of the following options...

- Yes
- Maybe
- No
- Prefer not to say
- Leave blank



Reporting methodology – Ethnicity Pay Gap:

The government has introduced Ethnicity Pay reporting guidance for employers in April 2023 and this report follows this guidance and advice available from the [Chartered Institute of Personnel and Development \(CIPD\)](#).

Ethnicity refers to all colleagues from an ethnic group of Asian, Black or Mixed ethnicities.

The following calculations are included in this report:

- representation of ethnic groups across the organisation as a whole
- proportion of employees that did not disclose their ethnicity
- mean and median pay gaps that measure the difference between average earnings for different groups
- pay quartiles that measure the representation of employees in different ethnic groups



Our colleagues can report their ethnicity in the follow ways:

- Asian or Asian British - Bangladeshi
 - Asian or Asian British - Chinese
 - Asian or Asian British - Indian
 - Asian or Asian British - None of the
 - Asian or Asian British - Pakistani
-
- None of the Asian backgrounds above, please describe

- Black, African, Caribbean or Black British - African
 - Black, African, Caribbean or Black British - Caribbean
 - Black, African, Caribbean or Black British
-
- Neither of the Black, African or Caribbean backgrounds above, please describe

- Mixed or Multiple ethnic groups - White and Asian
 - Mixed or Multiple ethnic groups - White and Black African
 - Mixed or Multiple ethnic groups - White and Black Caribbean
-
- None of the Mixed or Multiple ethnic backgrounds above, please describe

- White - English, Welsh, Scottish, Northern Irish or British
 - White - Irish
-
- None of the White backgrounds above, please describe

- Other
 - Arab
-
- None of the backgrounds listed above

The “other” ethnic group category represents is too small to be a reliable metric and has not been included in the pay gap analysis.

Information about the Shaw Trust group:

Shaw Trust has Prospects, Ixion Holdings, Homes2Inspire, as legal entities operating under The Shaw Trust Group.

This report includes details of The Shaw Trust Group of all entities operating under this name.

shaw trust

prospects
part of Shaw Trust

 **homes2inspire**
empowering young people

ixion
part of Shaw Trust

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