



GENDER PAY GAP REPORT 2017

Introduction

All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

The Shaw Education Trust as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Results for the Statutory Calculations

This is the report for the snapshot date of 31st March 2017;

1. The Mean Gender Pay Gap
The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive is: 19.32%
2. The Median Gender Pay Gap
The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is: 27.99%
3. The Mean Bonus Gender Pay Gap
This indicator is not applicable to the Shaw Education Trust
4. The Median Bonus Gender Pay Gap
This indicator is not applicable to the Shaw Education Trust
5. The Proportion of Males and Females Receiving a Bonus Payment
This indicator is not applicable to the Shaw Education Trust
6. The proportion of Males and Females in Each Quartile Pay Band:

	Quartile 1. Lower	Quartile 2. Lower Middle	Quartile 3. Upper Middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	16.2%	20%	25.8%	38.87%
Female (% females to all employees in each quartile)	83.8%	80%	74.2%	61.13%
Average pay gap – difference in pay (female to male)	-£0.22	£0.15	£0.94	-£0.46

The Shaw Education Trust has 994 employees. 741 (74.55%) are Female and 253 (25.45%) are Male. The Trust is a flexible working employer, 24.11% of male employees are part time and 42.38% of female employees are part time.

All teaching staff pay scales are aligned to the Schools Teachers' Pay and Conditions Document. All teaching staff grades are based on a thorough and robust performance management process, therefore earnings are based on performance outcomes.

All support staff pay scales are aligned to the pay scales set by the National Joint Council for Local Government Services. Support staff move through the pay scales annually for their grade automatically until they reach the top of their scale.

The Shaw Education Trust is an equal opportunities employer and supports the fair treatment of all staff, irrespective of gender, regarding recruitment, performance, management and employee career development opportunities.

The Trust Board will consider the progress made on reducing the gender pay gap regularly.

Phil Harrison
Chief Operating Officer
Shaw Education Trust

8th March 2018