



Gender Pay Gap Report 2021

About Us

The Shaw Education Trust is a multi-academy trust which places high achievement at the heart of all we do. We are determined that no child attending a Shaw Education Trust Academy should have their opportunities limited by their background, or by their ability.

We are sponsored by a [charity](#) and focused on harnessing the power of people to affect positive change for youngsters. We work with children, leaders and teachers to create the very best opportunities for all their futures.

Our schools are based across England and our Head Office is based in Kidsgrove Staffordshire. Since our Trust was founded on 2 June 2014 with 3 schools, we have grown to 25 academies across the Primary, Secondary and Special sectors along with a College that provides exceptional education and specialist support for 16-25 year olds with a wide range of special educational needs. We now have 2200 employees.

We operate our business focussing on improving the life chances of all children in our schools ensuring that all of our academies accept their responsibility to make sure every student is equipped to take the next right step, offering a range of support that addresses life beyond school, develops students' independence and helps them to prepare for university and the world of work.

Academies

Academies	26
Locations	Staffordshire, Derbyshire, Cheshire, Wigan, Bury, Birmingham and Wolverhampton
Employees	2200

What is the Gender Pay Gap?

Employers with 250 or more employees are required to publish information showing different calculations of any pay gap between their male and female employees.

Gender Pay Gap reporting shows the overall difference in the average pay for all men and women across SET. It does not compare what men and women are being paid for doing the same job.

When a business has more men than women in its higher paid jobs, this will create a gender pay gap.

Approach to pay

Shaw Education Trust is committed to being open and fair in how we pay our employees. This approach enables us to compete for talent and skills and ensure that our academies attract and then retain the best talent to work with our outstanding students.

During the year 2020, the Shaw Education Trust harmonised Teachers pay with National and Local Authority levels in order to be a fair and competitive employer. We recognised that our M2- M6 pay was not in line with other educational establishments and as a result employees were not considering the Shaw Education Trust as a possible employer due to the pay differences. We now offer a fair and competitive salary to all Teachers, in accordance with national recommendations.

Support Staff are paid on the Shaw Education Trust pay-scale, which is aligned to the National Joint Committee pay scales. All SET support staff jobs are/have been evaluated using an established job evaluation system and are rewarded appropriately within that job evaluation scheme. The Equality and Human Rights Commission report that job descriptions are key to a transparent, fair pay system and accurate job descriptions based on job evaluation scheme factors make it easier to evaluate and grade different jobs therefore providing confidence that there is equal pay for equal work.

Women's Hourly Rate

The regulations mean that SET have to produce data as an employer. Although we have 26 academies, we are one employer, the information is therefore collated as a whole for the Trust and not individual academies.

Mean

Women's Hourly
Rate is

21.44% lower

Median

Women's Hourly
Rate is

34.65% lower

In order to determine the data we have sorted our employees from the highest to the lowest paid and then split them into groups.

Quartiles

Quartile	Male	Female
Top Quartile	34.91%	65.09%
Upper Middle Quartile	28.19%	71.81%
Lower Middle Quartile	17.76%	82.24%
Lower Quartile	13.07%	86.03%

This information shows that we have more women than men in our most senior roles and the report also shows that as a Trust we employ more females than males overall. We have a higher number of females in the upper middle, lower middle and lower quartiles. Our percentage of female employees to male employees is 76.6%.

The median compares the hourly rate of the middle male role to the middle female role and the mean compares the average hourly male rate to the average hourly female rate.

All of our employees are on fixed rates of pay for their role. The comparisons made in 2021 to 2019 are distorted as the organisation has grown from 1500 employees to 2200 employees.

Bonus Pay

The regulations state that actual bonus payments are used for comparison. As we have more part-time colleagues which are female this distorts the comparison.

Bonus Pay	Median	Mean
Female	-208.94% higher	-80% higher

% of people who received Bonus Pay	Male	Female
	0.23%	0.35%

Bonus payments are rare and are performance related where they do exist.

BUILDING AN INCLUSIVE CULTURE

Our Strategic Plan and Human Resources Strategy focusses on attracting, developing and retaining high performing talent across all areas of the business. To do this we are fostering a values-based culture focused on diversity, inclusivity, wellbeing and positive engagement.

We will support the Institute of Education's Leadership development by:

- Developing a framework of leadership behaviours that underpin the Trusts core values and sets out the expectations of staff at all levels.
- Design processes that help us to eliminate or reduce bias in our people processes.
- Create an inclusive culture where we actively celebrate difference and the value it brings.
- Re-launch our Respect & Dignity Policy in order that all employees live the Trust values in their day to day interactions with colleagues and students.
- Implement an e-recruitment module which will eliminate bias at applicant stages by removing personal information and details in favour of a numbered system.
- Provide managers with recruitment guides in order to address potential bias when rating male and female applicants.

OUR FOCUS FOR 2022

- Improve our ability to extract diversity data in order to understand our existing workforce and set out a plan to increase Diversity across the Trust.
- Using the diversity data extracted, plan targets, outcomes and measures that will increase the number of candidates that apply to the Shaw Education Trust from a wide variety of places and sourcing channels.
- Support school leaders and managers in understanding the value of difference and how it will support an awesome working environment for all potential applicants and existing employees.



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