

Gender Pay Report 2022

This report details and addresses our gender pay outcomes, based on the mandatory snapshot date of 5th April 2021. The figures show the difference in the average pay between our male and our female colleagues on the snapshot date. This is different to equal pay, which would show the differences between male and female colleagues who carry out the same job or similar jobs of equal value.

The year 2021 has been atypical due to the continuation of the global pandemic and the associated, unprecedented effects of it on our organisation. For Shaw Education Trust, as an education provider, our schools have been substantially impacted, resulting in most of our colleagues having to considerably change the way our students learn, through digital and flexible learning. Since the last report, we have decided to undertake a review of our organisational values that will underpin our new People strategy, linking them into our workplace behaviours. Our revised performance review process is being developed and we are now working to embed that into our ways of working throughout the full employee journey. We have made progress in the delivery of our development programmes which will support our overall People Strategy. We remain committed to building a world class people strategy that supports equality, diversity, and Inclusion along with fantastic career development for our colleagues and to paying our people fairly and appropriately.

We have set out below our gender pay reporting figures based on the snapshot date of 5th April 2021.

Hourly Rate

The gender pay 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 for the Trust and not individual academies.



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

Quartile	Male	Female
Top Quartile	34.41%	65.59%
Upper Middle Quartile	28.63%	71.37%
Lower Middle Quartile	14.07%	85.93%
Lower Quartile	17.97%	82.03%

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 78.6%. 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.

Honorarium payments

The Gender Pay regulations state that actual honorarium 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%	-80% higher

% of people who received bonus pay	Male	Female
	0.22%	0.33%

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

Taking account of these findings, we will continue to work on developing our inclusion and diversity strategy whilst rolling out our People Strategy. This work will include:

- Delivering on our EDI Strategy. This means working with our employees, as well as our students, reflecting the demographics of England and Wales. We will achieve this by initially baselining our current position and based on the outcomes will address building greater diversity into our recruitment processes, ensuring our policies reflect the communities we serve, and we are truly an open and inclusive organisation.
- Completing the implementation of our new recruitment and on boarding system by the end of June 2022, ahead of any planned recruitment. This will enable us to better analyse the diversity of candidates who apply for our job opportunities and to compare this to the diversity of candidates who subsequently join us to ensure that the shortlisting, interview, and overall selection process does not create any barriers to recruiting employees from diverse backgrounds.
- Developing our approach to flexible working, reviewing the learning from homeworking during the pandemic, to offer greater flexibility of ‘workplace’ and less reliance on a main head office base or on extensive travel, which should enable us to attract a more diverse workforce, especially in what have traditionally been our ‘office based’ roles.
- Developing a Youth project to develop young people as employees and/or apprentices, providing support in starting careers within education whilst utilising government programmes, activities, engagement contracts and partnering with external organisations.
- Working towards achieving Disability Confident ‘Leader’ status.

Declaration

I confirm that the information contained within this narrative is accurate.

Jo Morgan

Chief Executive Officer.