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



# Pay Gap Reporting

Pay Gap Reporting is a process that allows employees to report any pay gaps they may have. This is done by comparing their current pay to the pay for a similar role in the same organization. If there is a gap, the employee can report it to their manager or HR. This process is designed to ensure that all employees are paid fairly and equitably.

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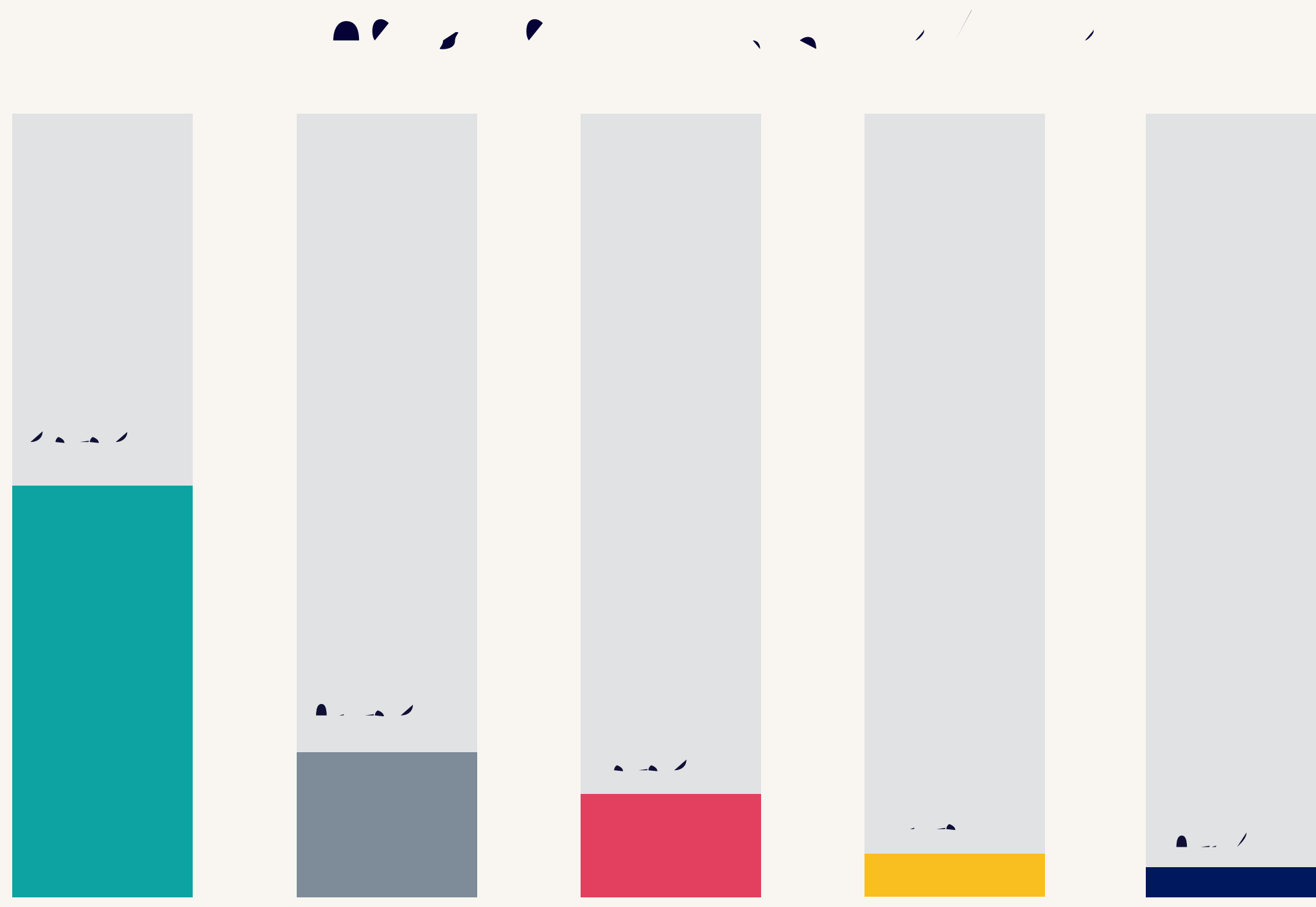
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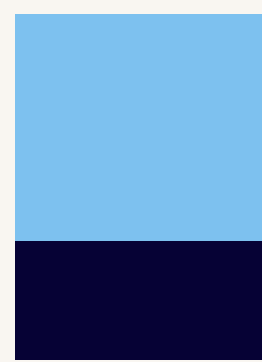
disability pay gap

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

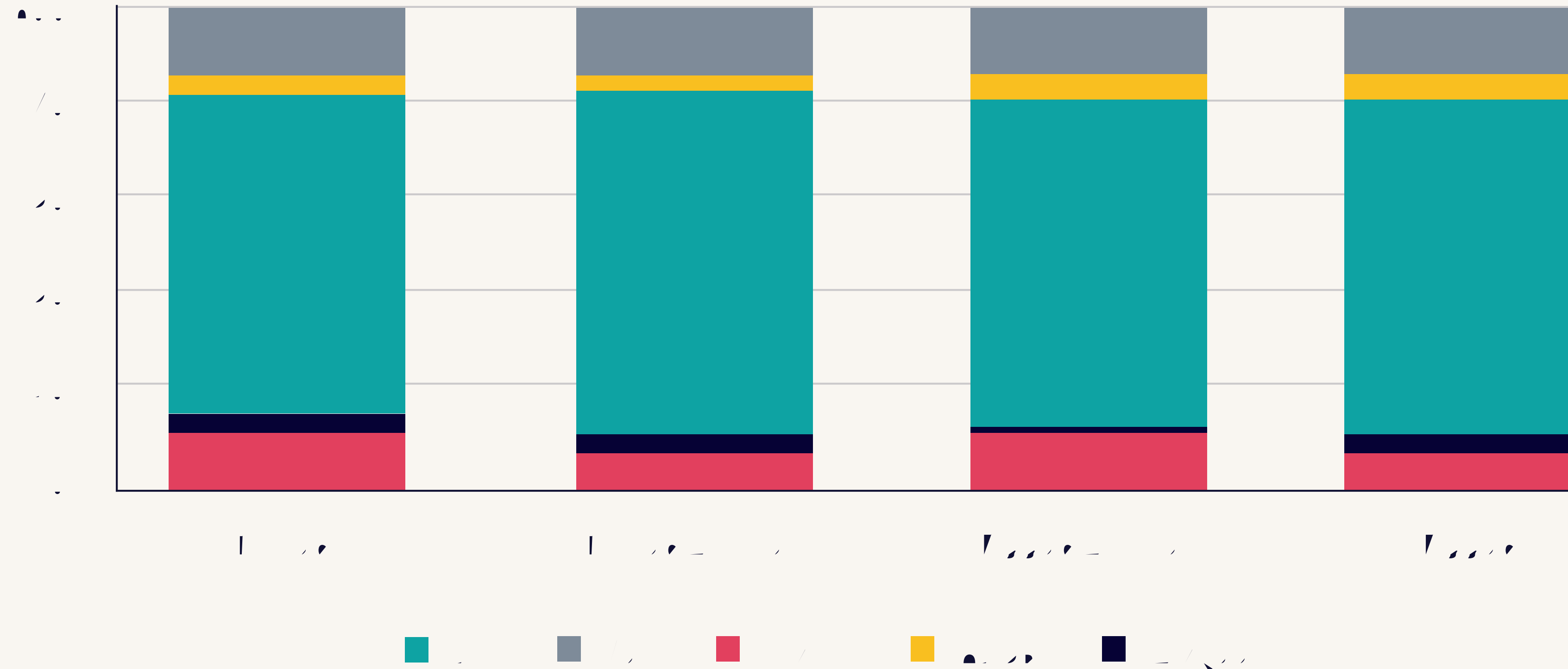


17% of our colleagues answered “yes” or “maybe” to having a disability. 2.9% said they “prefer not to say” and nearly 10% didn’t respond.

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



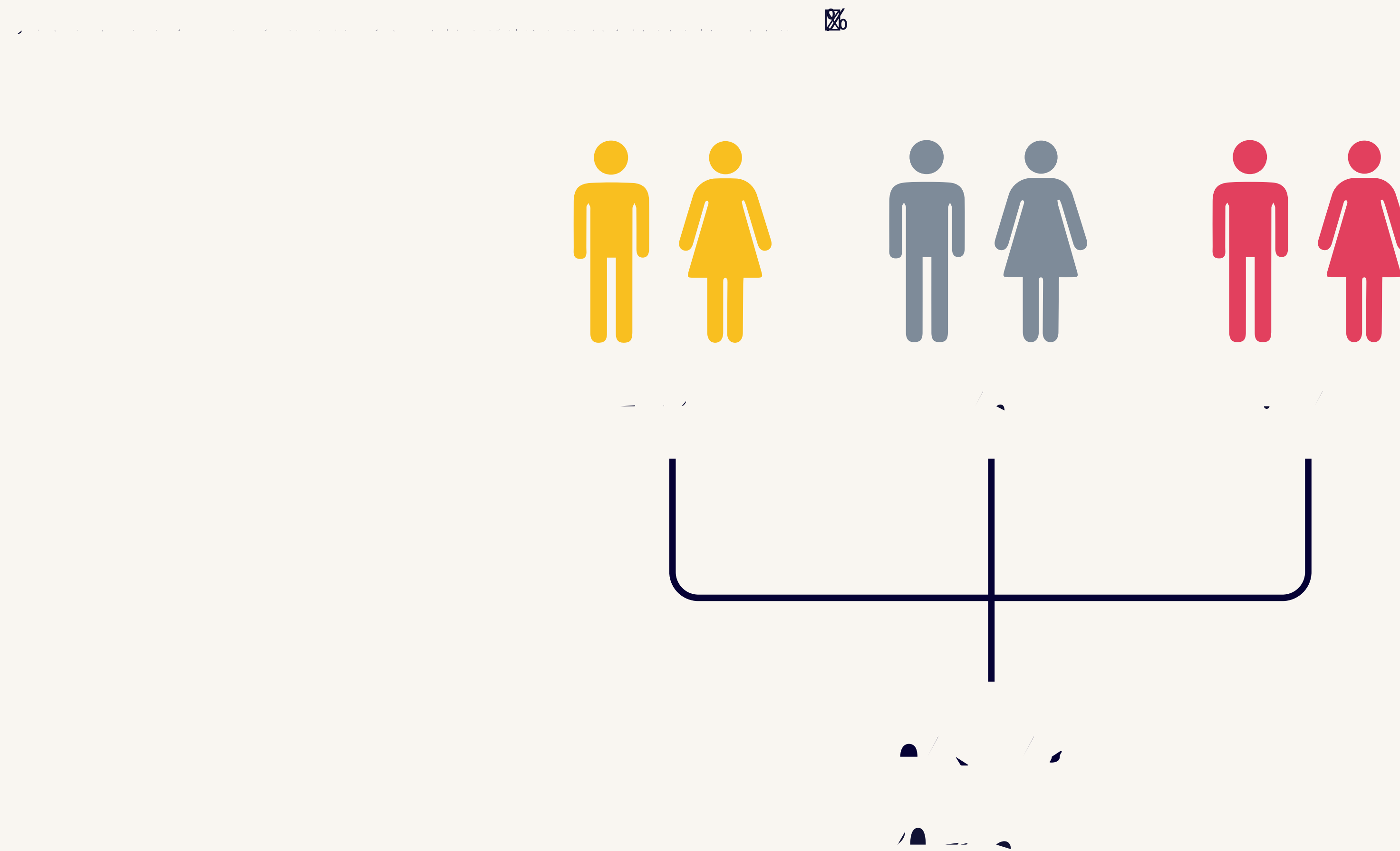
Our colleagues with a disability are evenly distributed across all pay quartiles.



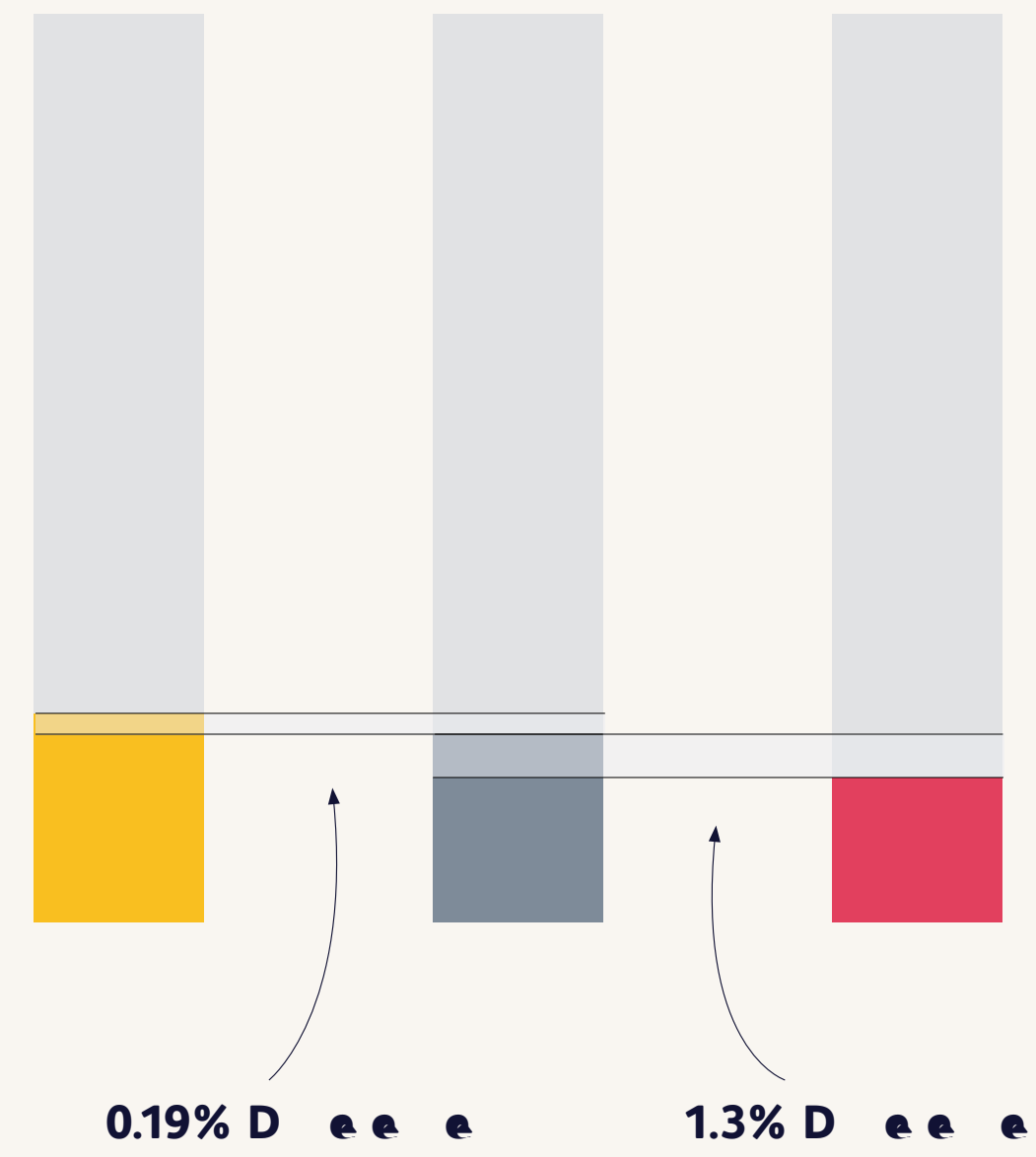
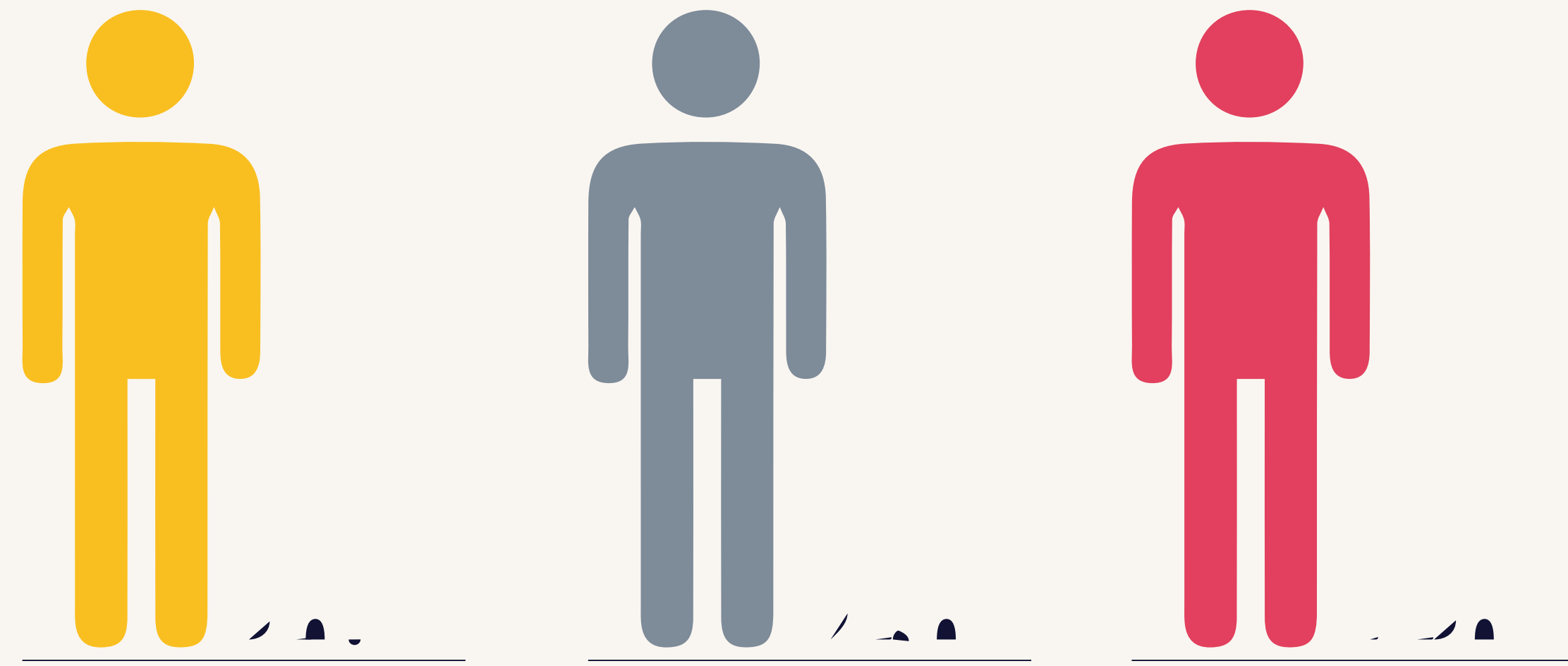
ethnicity pay gap



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



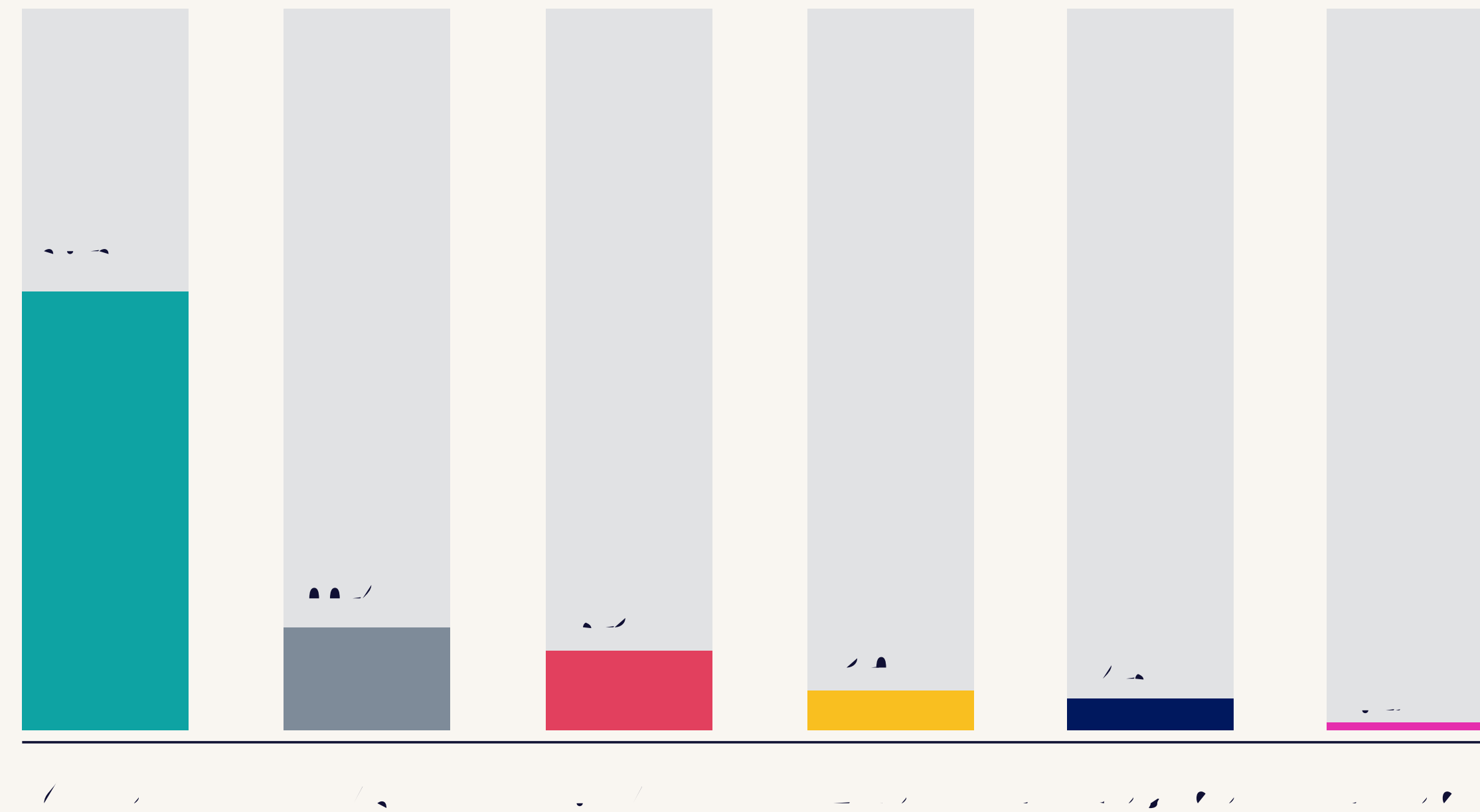
# Mean pay gap



%



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



Shaw Trust colleagues are broadly representative of the population of the UK. The chart shows that the demographic of Shaw Trust colleagues is broadly representative of the population of the UK across six categories: White, Black, Asian, Mixed, Other, and Unknown. The percentages for each category are as follows:

Demographic Group	Shaw Trust (%)	UK Population (%)
White	85	85
Black	10	10
Asian	10	10
Mixed	5	5
Other	5	5
Unknown	2	2

Representation of Shaw Trust colleagues by ethnicity and

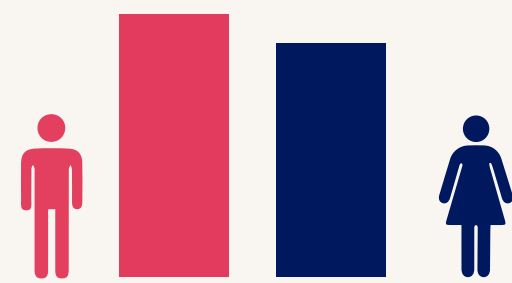




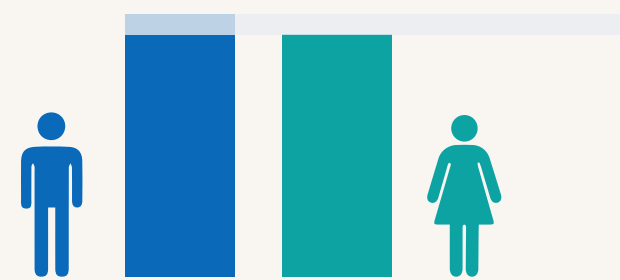
In the last three years, Shaw Trust has recorded a reduction in the overall mean gender pay gap:

**Mean Gender Pay Gap 2020-2021**

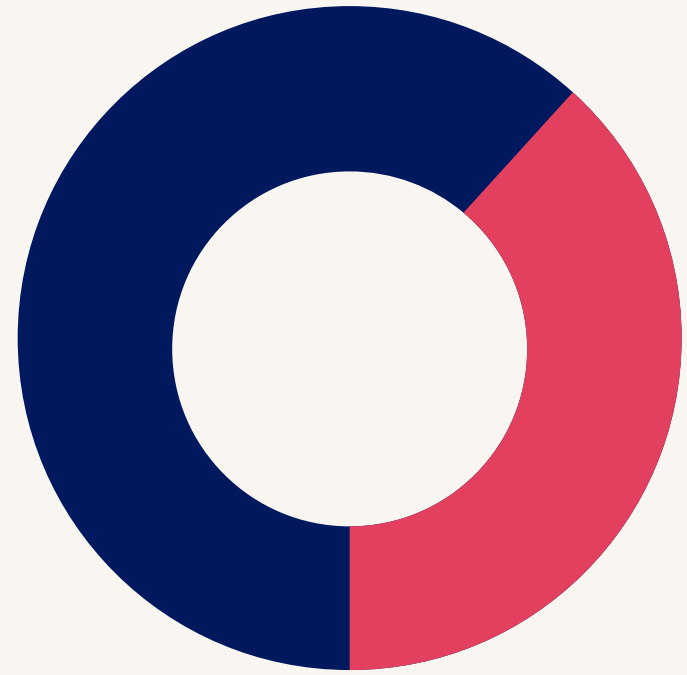
Group 2020



Group 2021









Throughout this report we report our  $\text{£/hour}$  and  $\text{£/week}$  pay gaps, and gaps by  $\text{£/hour}$ .

$\text{£/hour}$  is calculated by adding the rate of pay for everyone working at Shaw Trust together and dividing it by the total number of employees.

$\text{£/week}$  is calculated by ranking everyone working at Shaw Trust's rate of pay and finding the middle point.

$\text{£/hour}$  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.

$\text{£/hour}$ . The data included in this report has been calculated using statutory reporting guidance.

$\text{£/week}$ . The disability pay gap has been calculated on the same basis as gender pay gap reporting-28.3k6.7 s (u)7.8 (l)6.1 (a)6.3 (t)20.1 (e)0.8 (d o)30 (c)5.1 (.9 (h)1.7



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

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- 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
-

# Reporting methodology – Ethnicity Pay Gap:

1. The ethnicity pay gap is calculated as the difference between the average pay of white employees and the average pay of employees from all other ethnic groups.

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2. The ethnicity pay gap is calculated for all employees, including those on short-term contracts.

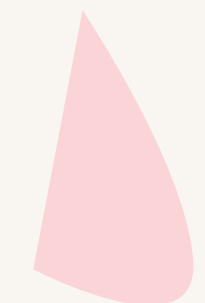
3. The ethnicity pay gap is calculated for all employees, including those on part-time contracts.

4. The ethnicity pay gap is calculated for all employees, including those on zero-hour contracts.

5. The ethnicity pay gap is calculated for all employees, including those on fixed-term contracts.

6. The ethnicity pay gap is calculated for all employees, including those on temporary contracts.

7. The ethnicity pay gap is calculated for all employees, including those on casual contracts.



Our colleagues can report their ethnicity in the following ways:

- / • / • - Hispanic/Latino
- / • / • - American Indian or Alaska Native
- / • / • - Asian
- / • / • - Other





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