

shaw trust



Gender Pay Gap Report 2022

Homes2Inspire

Homes2Inspire provides care and, support to children and young people across our 38 Ofsted registered children's homes, Fostering2Inspire (our independent fostering agency) and our leaving care services looking after young people in leaving care flats with additional support and CQC Registered Wellbeing service. We are also currently developing Strategic Partnerships developing an integrated homes high needs fostering and therapeutic education to support improved outcomes for children and young people.

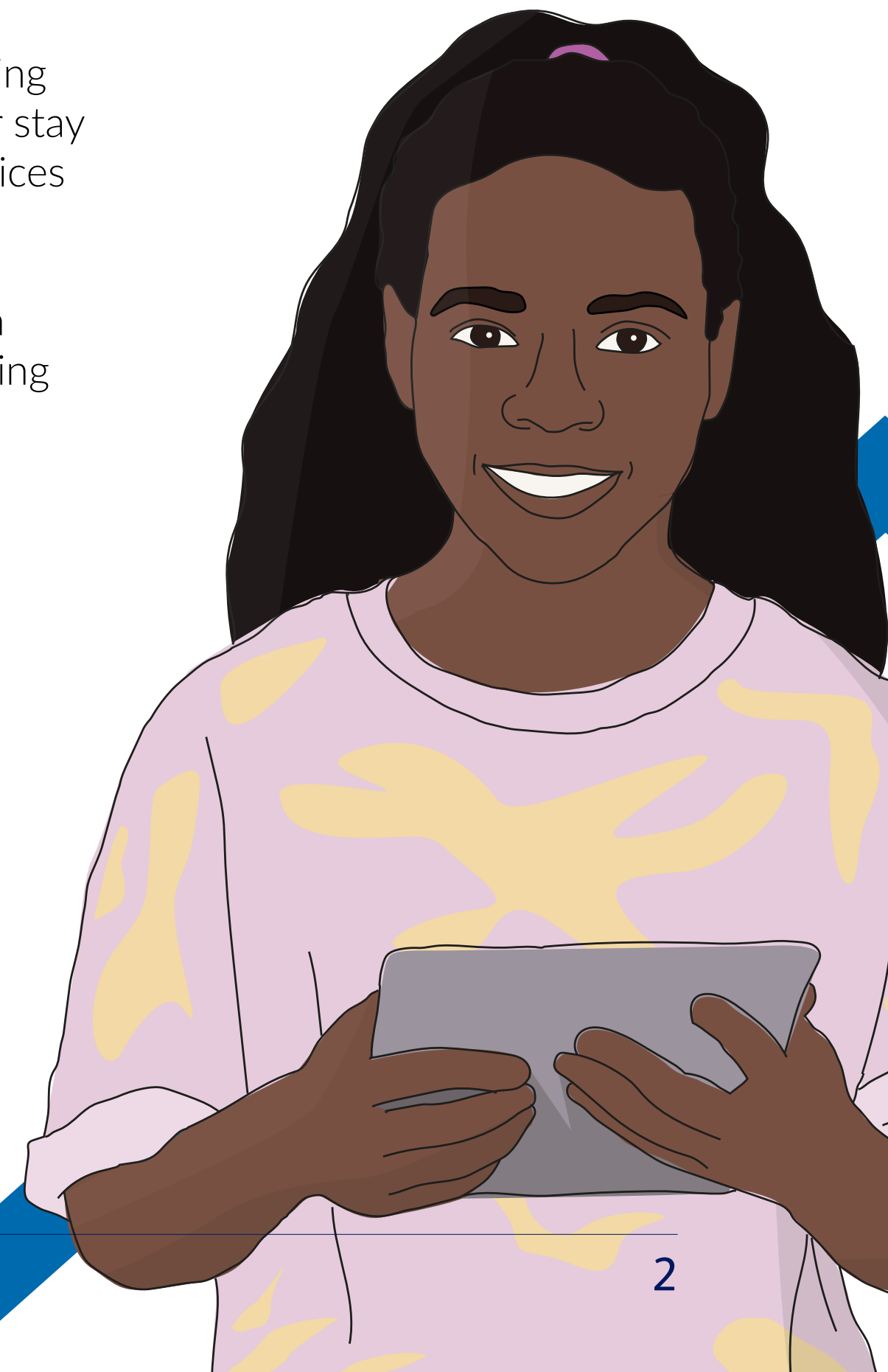
We also ensure that children and young people's education is promoted and supported and link in to wider services provided by Shaw Trust to support ongoing education, training and employment. We work with children and young people in our children's homes and fostering service up to the age of 18 though their stay can be extended post-18 to meet the individual needs of children or young people through, 'Staying Close' or 'Staying Put' packages. In our leaving care services we work with young people up to the age of 25.

Through this experience we have developed a range of specialist services to support children with very complex needs by providing them with care based on relational stability delivered by highly experienced, Registered Children's Home Managers and their staff teams, our fostering and leaving care services including Social Workers, and Education Co-coordinators etc.

We feel the dedication of our staff aiming to deliver exceptional services to achieve positive outcomes for children and young people putting them at the heart of everything we do, ensuring they are fully engaged and listened to is critical to helping them meet their ambitions. We continue to receive external recognition validated by external awards, for example; liD, RJQM, ISO27001, Information Security evidencing how this dedication is reverberated and practiced throughout the organisation and amongst all our employees.

Our services that are inspected by Ofsted recognise the work that is being undertaken by our staff "Children have developed strong attachments to staff. One child said of a member of staff 'I love her she is so nice.' Children know the staff genuinely care for them. The everyday language used by staff demonstrates and loving and nurturing approach to the children's care." One member of staff said "I really love working here. I love the kids". This statement epitomises the attitude of staff and the care practices within the home. Buckby House Children's Homes Ofsted 'Good', September 2021.

We continue to provide services to key Local Authorities with whom we have established a partnership approach to supporting and helping their children and young people with a flexible, solution focused approach to continue to evaluate and continuously improve services for children and young people.



Gender Pay Gap Reporting

The Shaw Trust Group has Homes2Inspire, Prospects, Ixion, Optimus and Shaw Trust Services as legal entities operating under the Shaw Trust group. This report includes details of the Homes2Inspire legal entity and information for each legal entity (which has more than 250 employees on the snapshot date) is included in Appendix A of this report.

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

- **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
- **Mean bonus gap** – the difference between the mean bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- **Median bonus gap** – the difference between the median bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- **Bonus proportions** – the proportions of male and female relevant colleagues who were paid bonus pay during the relevant period
- **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.



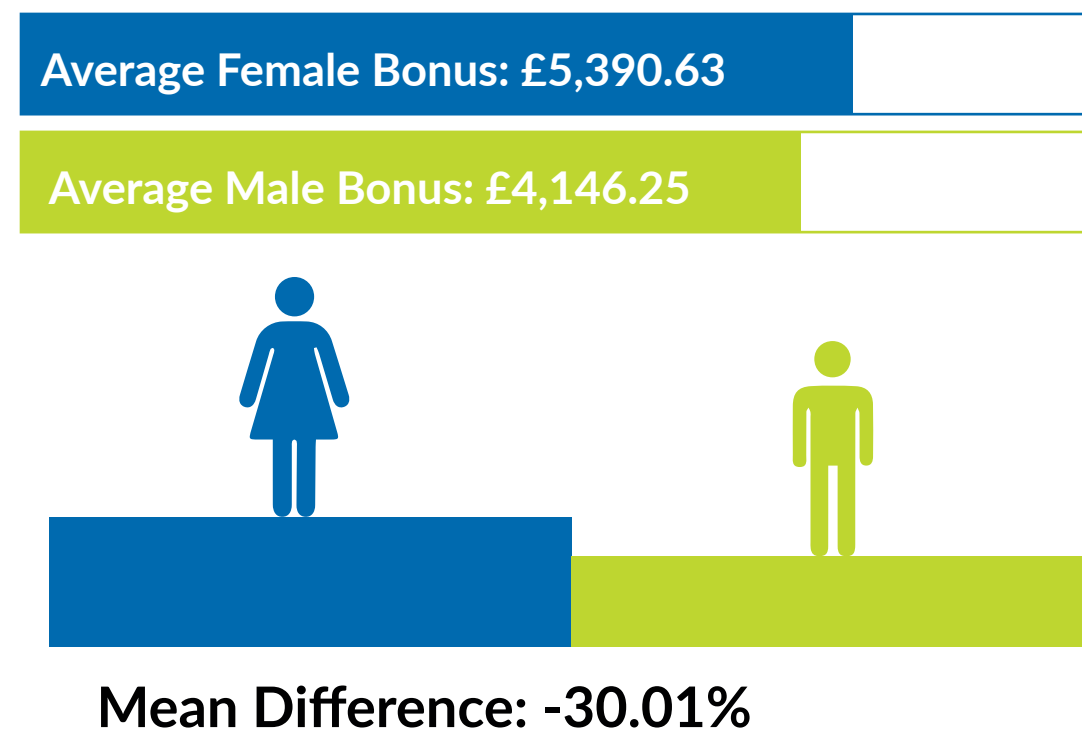
Our gender pay gap results

Mean and Median Gender Pay Gap

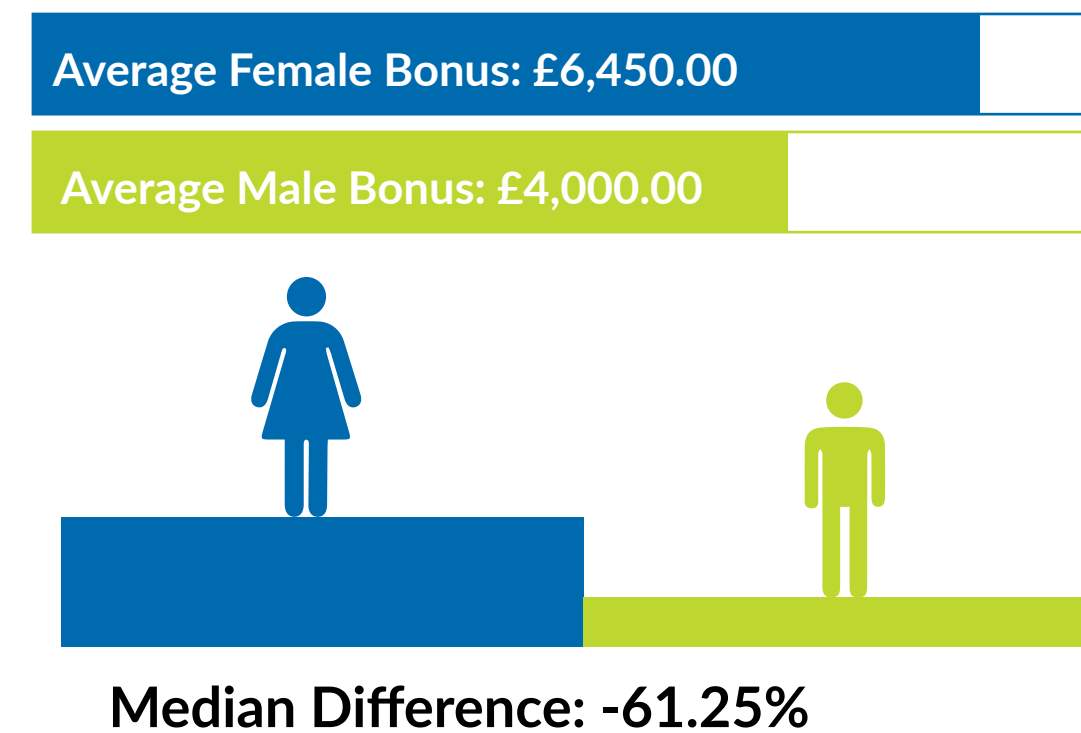
Homes2Inspire has recorded a reduction in the overall mean and median pay gaps during the last 3 years:

| | H2I 2020 | H2I 2021 | H2I 2022 |
|-----------------------|----------|----------|----------|
| Mean Pay Difference | 7.58% | 7.33% | 4.86% |
| Median Pay Difference | 0.00% | 0.96% | -1.39% |

Mean bonus difference



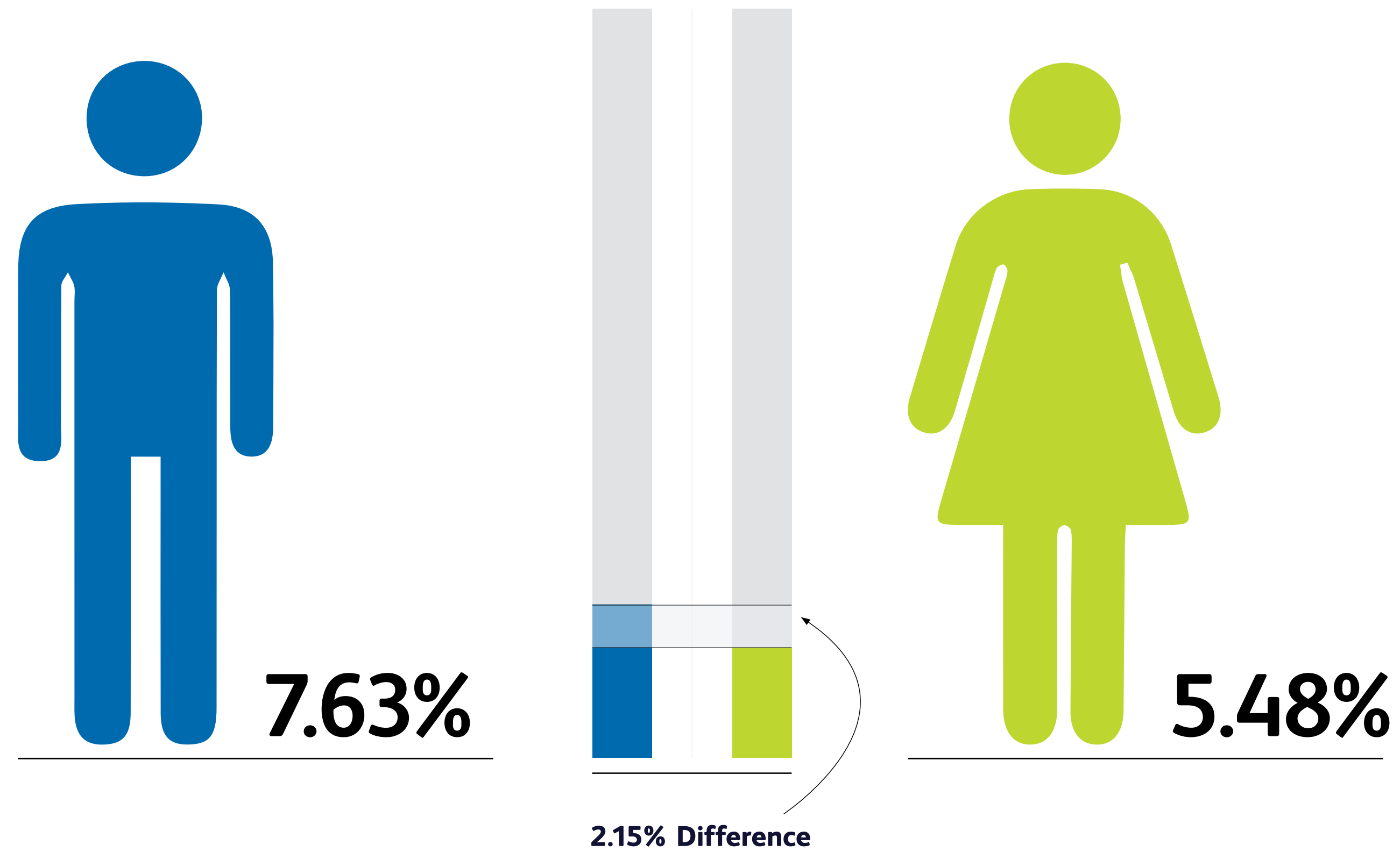
Median Bonus Difference



From a mean and median perspective female colleagues are receiving a higher amount of bonus than male colleagues.



Proportion of colleagues receiving a bonus



Proportion of colleagues in quartile bands



Upper Quartile

30.23%
69.77%



Upper Middle Quartile

26.74%
73.26%



Lower Middle Quartile

39.08%
60.92%



Lower Quartile

22.99%
77.01%

Explaining our Gender Pay Gap data

At Homes2Inspire as part of the Shaw Trust group our people are our greatest strength, the custodians of our culture, delivering quality programmes and services and we are committed to encouraging a fully diverse and representative workforce at all levels of our organisation.

Shaw Trust group is committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy, maternity, sexual orientation, gender reassignment or disability.

Shaw Trust group has a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex or any other characteristic set out above)The Shaw Trust evaluates job roles and pay grades as necessary to ensure a fair structure..

Shaw Trust group is confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather the result of some roles which attract a higher salary having male rather than female post holders. Across the UK economy, there are cultural, societal and economic reasons why the gender pay gap exists, including: women being the main providers of unpaid caring responsibilities, a lack of flexible working options and occupational segregation factors.

At Shaw Trust we have a female dominated workforce with approximately two thirds of Shaw Trust colleagues identifying as female. Building on our ongoing efforts to reduce our gender pay gap, we continue to take proactive steps to support women within our organisation to progress to senior opportunities.



Our action plan and achievements

As part of our commitment to reducing the gender pay gap we created a Gender Pay Gap action plan to record and monitor progress against tackling the gender pay gap.

Over the past two years we have:

- Implemented a pay grading structure and career development framework, increasing transparency of pay and highlighting routes for career progression within the organisation.
- Launched a talent management and development strategy with a focus on encouraging colleagues from underrepresented groups to take part in development programmes including leadership initiatives.
- Enhanced our Family Friendly policies and procedures to include additional guidance and support for colleagues with caring responsibilities and for those taking family leave
- Provided information sessions and signposting for colleagues about pensions as a way to encourage the reduction in the gender pension pay gap
- Strengthened our colleague diversity network offer by launching a Women's Network which has furthered our inclusivity ambitions, connecting women across the organisation and helping to drive our gender pay gap action plan activity.

Going forward at Shaw Trust, we will:

- Continue to review pay gaps and concentrate on intersectionality.
- Achieve equal representation of male and female colleagues on the senior leadership team.
- Continue our talent management and development initiatives.
- Continue to use our networks to support HR policy development.



View point of the CEO



I am proud of our ongoing achievements to support gender equality across the group as part of our wider diversity and inclusion approach, including the achievement in March 2023 of 50:50 gender parity at our most senior executive level.

We are committed to being a fully diverse and representative organisation and our colleagues demonstrate this commitment with the growth and development of employee networks to champion and influence positive change.

We continue to have inclusivity and intersectionality as a focus which will allow us to achieve our vision for a future where good, meaningful, rewarding, purposeful and dignified employment is accessible to all in society irrespective of background and life circumstances.



Chris Luck
Group CEO, Shaw Trust

Appendix A

| | Shaw Trust Group (Total) | Shaw Trust | Prospects | H2I |
|-------------------------------------|--------------------------|------------|-----------|----------|
| Number of employees | 3351 | 2215 | 446 | 423 |
| Mean Pay Difference | 6.51 % | 6.49 % | 5.69 % | 4.86 % |
| Median Pay Difference | 1.48 % | 0.96 % | 1.56 % | -1.39 % |
| Mean Bonus Difference | -26.12 % | -204.97 % | -22.22 % | -30.01 % |
| Median Bonus Difference | -11.81 % | -465.23 % | 0.00 % | -61.25 % |
| Proportion Receiving a Bonus | | | | |
| Male | 3.66 % | 2.50 % | 0.81 % | 7.63 % |
| Female | 3.11 % | 3.01 % | 0.93 % | 5.48 % |

| Gender split for each quartile band | Shaw Trust Group (Total) | | Shaw Trust | | Prospects | | H2I | |
|-------------------------------------|--------------------------|---------|------------|---------|-----------|---------|---------|---------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Upper Quartile | 38.13 % | 61.87 % | 40.36 % | 59.64 % | 30.10 % | 69.90 % | 30.23 % | 69.77 % |
| Upper Middle Quartile | 29.07 % | 70.93 % | 27.86 % | 72.14 % | 28.85 % | 71.15 % | 26.74 % | 73.26 % |
| Lower Middle Quartile | 29.37 % | 70.63 % | 29.72 % | 70.28 % | 27.88 % | 72.12 % | 39.08 % | 60.92 % |
| Lower Quartile | 32.71 % | 67.29 % | 35.13 % | 64.87 % | 28.57 % | 71.43 % | 22.99 % | 77.01 % |