



Gender Pay Reporting – Slough Children’s Services Trust

Government legislation, introduced in 2017, has made it a mandatory requirement for all organisations with over 250 employees to report on their gender pay gap.

For the relevant period of reporting (5 April 2018) the trust had 298 employees, 245 female and 53 male. In comparison, in 2017 there were 276 employees, 225 female and 52 male.

The highest paid member of the organisation is a female. The Executive Leadership Team has 50% female membership.

The tables below show the average gender pay gaps as required by the legislation.

2019 results

| | |
|-------------------------------|--------|
| Mean average gender pay gap | 3.7% |
| Median average gender pay gap | -2.68% |
| Mean bonus gender pay gap | N/A |
| Median bonus gender pay gap | N/A |

2018 results

| | |
|-------------------------------|------|
| Mean average gender pay gap | 7.2% |
| Median average gender pay gap | 2.5% |
| Mean bonus gender pay gap | N/A |
| Median bonus gender pay gap | N/A |

The Trust does not routinely pay performance related bonuses, though they can be paid on exception. No bonuses were paid during this period.

The national average gender pay gap is 8.6% - therefore Slough Children’s Services Trust are significantly below this and have also significantly improved the gap on the previous year.

Within the Trust there are a number of policies and initiatives in place to deal with inequalities in pay; these include flexible working policies, a fair and transparent grading process for all roles and a transparent recruitment process.

Within the 298 staff the following table shows the gender breakdown within each quartile of the organisation.

| | Male % | Female % |
|-----------------------|--------|----------|
| Upper Quartile | 18.66 | 81.34 |
| Upper Middle Quartile | 16.21 | 83.78 |
| Lower Middle Quartile | 25.33 | 74.67 |
| Lower Quartile | 10.81 | 89.19 |

The Trust actively promotes equality for its employees and will continue to monitor the gender pay gap, the work undertaken so far has evidenced that while there are policies in place which are open to all staff members, however, the majority of part time workers are female and whilst the male employees are in the minority, they tend to be in higher paid roles.