



Gender Pay Gap Compliance Statement

(For snapshot date 5 April 2017)

The following statement shows the gender pay gap and bonus gap at the Canal and River Trust at the “snapshot date” - i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus).

The pay and bonus gaps reflect the composition of our workforce, and are due to there being a larger proportion of men than women working in operational and maintenance roles with typically lower rates of pay, alongside proportionately more women in higher-paying professional and management roles.

We firmly believe in gender equality across all aspects of our employment, including pay, and welcome the opportunity to present our information transparently in this way.

1. Our mean gender pay gapⁱ – As at 5 April 2017, the Trust employed 1,694 members of staff, comprising 1,236 men and 458 women. This equates to 73% men and 27% women. Our mean (average) gender pay gap at the Trust is **-3.6%**. This means that on average women are paid 3.6% more than men at the Trust.

2. Our median gender pay gapⁱⁱ is **-13.8%**. So, the woman who is in the middle of the range when women are ranked by salary was paid 13.8% more than the man in the middle of the range when men are ranked by salary.

3. Our proportion of males and females receiving a bonus payment in 2016/17 is as set out below:

% of males that receive a bonus	39.6%
% of females that receive a bonus	44.0%

4. Our mean bonus gender pay gap is **+3.6%**. This means that - of those who receive a bonus - the average bonus for a man is 3.6% more than the average bonus for a woman. This is a slight distortion of the underlying position because the measure of ‘bonus’ we are required to use combines our annual bonus award (in recognition of their performance in the previous year) with the small one-off awards we give through our ‘thank you’ staff recognition scheme for specific examples of good service or extra effort during the year.

We think it is more helpful to consider the bonus payments by gender excluding these much smaller Thank You awards, which distort the mean bonus payment calculation - especially as 32% of women at the Trust received at least one Thank You award in 2016/17 compared to 24% of men.

Excluding Thank You awards, our annual bonus scheme awarded bonuses to 23% of both men and women, with a mean bonus gender pay gap of -7%. That is, for the larger annual bonus award alone, women were paid a 7% larger bonus than men on average, consistent with the trend for overall pay.

5. Our median bonus gender pay gap **+34.5%**. This means that of those that receive a bonus of some sort, the median bonus payment paid to men is 34.5% higher than that paid to women.

This measure, as in 4 above, is distorted by the inclusion of our Thank You staff recognition scheme. The greater percentage of women receiving these small awards (32% vs. 24% of men) draws the median bonus payment for women down. For the annual bonus award only, the gender bonus pay gap is -25%, which means that the bonus award given to the middle-ranking woman is 25% higher than that awarded to the middle-ranking man (when including only those receiving a bonus).

6. The proportion of males and females in each pay 'quartile', when ranked in order, is shown below. The Upper band includes the top 25% of employees when ranked by pay, and so on. Women are slightly over-represented in both the Upper and Lower pay quartiles.

	Men	Women
Upper	70.8%	29.2%
Upper Middle	66.4%	33.6%
Lower Middle	83.2%	16.8%
Lower	71.5%	28.5%
TOTAL	73.0%	27.0%

I confirm that the above data is accurate.

Richard Parry
Chief Executive

ⁱ The mean average is obtained by adding together the salaries of all of the women and then dividing by the number of women, adding together the salaries of all of the men and dividing by the number of men, and comparing the two.

ⁱⁱ The median average is obtained by comparing the salary of the woman who is exactly in the middle when the salaries of all of the women are ranked, and comparing it to the salary of the man who is in the middle when the salaries of all of the men are ranked.