

GENDER PAY COMPLIANCE STATEMENT

(For snapshot date 6 April 2019)

The following statement shows the gender pay gap and bonus gap at the Canal and River Trust at the “snapshot date” of **6 April 2019** (pay) and in the 12-month reference period to **6 April 2019** (bonus).

As at 6 April 2019, the Trust employed 1,720 employees of which 1,637 were deemed ‘full pay relevant’ for gender pay reporting purposes. 1,192 (73%) were men and 445 (27%) were women.

1. The mean (average) gender pay gap at the Trust is **-3.9%**. This means that, on average, women are paid 3.9% more than men.

The Trust is pleased to continue to report a gender pay gap where, on average, women are paid slightly more than men. This is largely due to the composition of the workforce where a greater proportion of female employees are in office based and professional roles that are more likely to feature in the Upper and Upper Middle pay quartiles.

2. The median gender pay gap is **-12.2%** – the woman who is in the middle of the range when women are ranked by salary was paid 12.2% more than the man in the middle of the range when men are ranked by salary.
3. The proportion of males and females receiving a bonus payment in 2018/19 is as follows:

Females: 57.2%

Males: 50.7%

4. The mean bonus gender pay gap is **12.5%**. This means that, of those employees who received a bonus during the reference period, the average bonus paid to men was 12.45% higher than the average paid to women.

During the 12-month reference period, the Trust operated an annual performance award that was paid to approximately a third of the full pay relevant population. The highest awards made under the scheme went to a very small number of male employees in our Investment and Commercial Directorate who are responsible for generating income for the Trust.

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5. The median bonus gender pay gap is **0.0%**. This means that, of all the employees who received a bonus payment during the reference period, the median bonus paid to men is the same as the median bonus paid to women.

The gap between the mean and median bonus figures reflects the broad definition of “bonus” used for calculating this measure. It includes the Trust’s ‘Thank You’ recognition scheme where examples of good service or extra effort are rewarded, usually with small denominations of vouchers. These are frequently awarded throughout the year and thus, when ranking male and female awards by value, result in the same median award paid to each gender.

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 Upper Middle pay quartile.

	Females	Males	% Female	% Male
Upper	123	286	30.1%	69.9%
Upper Middle	127	282	31.1%	69.0%
Lower Middle	97	312	23.7%	76.3%
Lower	98	312	23.9%	76.1%
TOTAL	445	1,192	27.2%	72.8%

Ends