

Gender Pay Gap Report

(For snapshot date 5 April 2020)

The following statement shows the gender pay gap and bonus gap at the Canal & River Trust at the “snapshot date” of **5 April 2020** (pay) and in the 12-month reference period to **5 April 2020** (bonus).

As at 5 April 2020, the Trust employed 1,656 employees of which 1,598 were deemed ‘full pay relevant’ for gender pay reporting purposes. 1,124 (70%) were men and 474 (30%) were women.

1. The mean (average) gender pay gap at the Trust is **-4.36%**. This means that, on average, women are paid 4.36% more than men.
2. The median gender pay gap is **-14.98%** – the woman who is in the middle of the range when women are ranked by salary was paid 14.98% 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 2019/20 is as follows:

Females: 42.8%
Males: 39.9%
4. The mean bonus gender pay gap is **48.5%**. This means that, of those employees who received a bonus during the reference period, the average bonus paid to men was 48.5% higher than the average paid to women.
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:

	Females	Males	% Female	% Male
Upper	132	267	33.1%	66.9%
Upper Middle	134	265	33.6%	66.4%
Lower Middle	109	291	27.3%	72.8%
Lower	99	301	24.8%	75.3%
TOTAL	474	1,124	29.7%	70.3%

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 greater proportion of females employed to work in professional roles that are more likely to feature in the Upper and Upper Middle pay quartiles; 32% of all women employed at the Trust undertake roles in our Professional grades and 39% of our senior manager population is female.

However, as an organisation that seeks to promote equality and inclusion so that we better reflect the diverse communities within which we operate, we realise that we could do more to increase the number of females in our organisation, particularly in those roles that tend to be more male dominated such as Engineering and skilled trades.

The Trust is currently recruiting a Diversity & Inclusion Manager to help shape our future strategy and identify how we can take steps to improve our overall gender balance.

During the 12-month reference period, the Trust removed its annual performance award. Only a very small number of employees within the Investment & Commercial Directorate remain eligible for a performance award to recognise the income these roles generate for the Trust. Of the 15 employees receiving a bonus, two thirds were male and in receipt of the highest value awards, resulting in the current mean bonus gender pay gap.

During 2020 the roles eligible for the Investment & Commercial scheme were reviewed. The scheme remains limited to the very few role holders that generate significant income.