

Gender Pay Gap Report

(For snapshot date 5 April 2021)

The following statement shows the gender pay gap and bonus gap at the Canal and River Trust at the “snapshot date” of **5 April 2021** (pay) and in the 12-month reference period to **5 April 2021** (bonus).

As at 5 April 2021, the Trust employed 1,636 employees of which 1,612 were deemed ‘full pay relevant’ for gender pay reporting purposes. 1,141 (71%) were men and 471 (29%) were women.

1. The mean (average) gender pay gap at the Trust is **-2.79%**. This means that, on average, women are paid 2.79% more than men.
2. The median gender pay gap is **-11.53%** – the woman who is in the middle of the range when women are ranked by salary was paid 11.53% 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 2020/21 is:

Females: 32.46%

Males: 28.80%

4. The mean bonus gender pay gap is **63.55%**. This means that, of those employees who received a bonus during the reference period, the average bonus paid to men was 63.55% 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.

The mean bonus pay gap is the result of a performance related pay scheme (PRP) that only a limited number of roleholders in the Trust’s Investment & Commercial directorate are eligible for. The Trust continues to monitor this scheme and its eligibility criteria.

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	129	274	32.0	68.0
Upper Middle	136	267	33.7	66.3
Lower Middle	98	305	24.3	75.7
Lower	108	295	26.8	73.2
TOTAL	471	1,141	29.2	70.8

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.

However, as an organisation that seeks to promote equality and inclusion so that we better reflect the diverse communities within which we operate, we continue to focus on increasing the number of females in our organisation, particularly in those roles that tend to be more male dominated such as Engineering and skilled trades. During 2021 we have launched inclusion circles to create networking opportunities and safe places to share views and seek support, launched a formal mentoring programme and a Growth Development Programme in Engineering. We have also launched an Inclusion Playbook – educating colleagues and managers about Inclusion and Diversity.

Our plans for 2022 include launching Women in Leadership programmes to support and empower our current female managers and focussing on early careers and increasing interest amongst young women in STEM activities.

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