



## Gender Pay Gap Compliance Statement

(For snapshot date 6 April 2018)

The following statement shows the gender pay gap and bonus gap at the Canal and River Trust at the "snapshot date" - i.e. **6 April 2018** (pay) and in the 12 months reference period to **6 April 2018** (bonus). The pay and bonus gaps reflect the composition of our workforce, which comprises 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 gap – As at 6 April 2018, the Trust employed 1,697 colleagues, comprising 1,229 men and 468 women. This equates to 72% men and 28% women. Our mean (average) gender pay gap at the Trust is **-2.6%**. This means that on average women are paid 2.6% more than men at the Trust.

2. Our median gender pay gap is **-12.6%**. So, the woman who is in the middle of the range when women are ranked by salary was paid 12.6% 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 2017/18 is as set out below:

% of males that receive a bonus 48.3%

% of females that receive a bonus 50.7%

4. Our mean bonus gender pay gap is **6.4%**. This means that - of those who receive a bonus - the average bonus for a man is 6.4% 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 performance in the previous year) with the small one-off awards we give through our 'thank you' colleague 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 36.4%

of women at the Trust received at least one Thank You award in 2017/18 compared to 30.4% of men.

Excluding Thank You awards, our annual bonus scheme awarded bonuses to 29% of both men and women, with a mean bonus gender pay gap of 2.5%. That is, for the larger annual bonus award alone, men were paid a 2.5% larger bonus than women on average.

5. Our median bonus gender pay gap is **11.6%**. This means that, of those who receive a bonus of some sort, the median bonus payment paid to men is 11.6% higher than that paid to women.

This measure, as in 4 above, is distorted by the inclusion of our Thank You colleague recognition scheme. The greater percentage of women receiving these small awards (36.4% vs. 30.4% of men) draws the median bonus payment for women down. For the annual bonus award only, the gender bonus pay gap is -3.0%, which means that the bonus award given to the middle-ranking woman is 3.0% higher than that awarded to the middle-ranking man (when including only those receiving an end-of-year 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 Upper Middle pay quartiles.

	Men	Women	% Men	% Women
Upper	298	126	70.3	29.7
Upper Middle	286	138	67.5	32.5
Lower Middle	336	88	79.2	20.8
Lower	309	116	72.7	27.3
TOTAL	1,229	468	72.4	27.6