



Gender pay gap report 2018

THE Joseph Rowntree Charitable Trust rewards all of its staff fairly for their contribution, regardless of gender.

In 2018 we employed six full-time and nine part-time staff.

In the interests of transparency and good practice we publish the Trust's gender pay gap, which in 2018 stood at a 37.37 per cent difference between men and women on a mean basis and 46.62 per cent on a median basis.

The figures have improved from a mean of 43.08 per cent and a median of 51.67 per cent in 2017.

While there is an even spread of salaries between men and women working at a senior level, the figures reflect the fact that many of the Trust's other roles are filled by women. In the top quartile of salaries the ratio of men to women was 67:33 and in the second quartile it was 33:67. The third and fourth quartiles comprised totally of women.

Where the Trust does have men and women doing the same job, they are paid on the same pay scale and upcoming staff changes may present opportunities to further close the gap.