



**ruskinmill**

*reimagining potential*

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*Ruskin Mill Trust values equality and diversity in everything we do. It is the nature of our culture and business to ensure that every individual feels valued in their own right.*

*Ruskin Mill Trust has reported the Gender Pay Gap statistics for the Ruskin Mill Trust Group, the inclusion of all companies with the group have affected this year's results; however, future comparisons and progress made will be more visible in future years.*

*We believe our gender pay gap statistics for 2018 reflect our efforts to demonstrate this and achieve fairness and equity in our pay. Whilst not perfect, they are better than the national average, and we are committed to ongoing action to reduce the gaps.*

*As part of our commitment to ensuring we have the right balance of genders and pay within our workforce we have been working with, and will continue to work with, our consultants to help us identify, review and address any underlying issues using appropriate tools (such as job evaluation) and good employment practices to support this.*

## Gender Pay Report

Mean Gender Pay Gap	7.3%
Median Gender Pay Gap	3.1%

## Gender Bonus gap

No bonuses were paid to Ruskin Mill Trust Employees

## Salary Quartiles

Quartile	Men	Women
Upper Quartile	43.7%	56.3%
Middle Upper Quartile	40.2%	59.8%
Middle Lower Quartile	37.7%	62.3%
Lower Quartile	31.7%	68.3%

