



**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.*

*We believe our gender pay gap statistics for 2020 reflect our efforts to demonstrate this and achieve fairness and equity in our pay. There is a negative gender pay gap in Ruskin Mill Trust for 2020.*

*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 review, analyse 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	-1%
Median Gender Pay Gap	-7.4%

## Gender Bonus gap

No bonus' were paid to Ruskin Mill Employees

## Salary Quartiles

Quartile	Men	Women
Upper Quartile	44.2%	55.8%
Middle Upper Quartile	49.3%	50.7%
Middle Lower Quartile	51.3%	48.7%
Lower Quartile	55.4%	44.6%

