

**Canterbury Oast Trust**  
(Registered Charity No 291662)

## Gender Pay Gap Reporting as at April 5<sup>th</sup> 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

- The mean gender pay gap: 0.6%
- The median gender pay gap: -5.3%
- The mean gender bonus gap: 0%
- The median gender bonus gap: 0%
- The proportion of men and women receiving a bonus payment :  
Men: 0% Women: 0.5%
- The proportion of men and women in each of four pay bands  
Upper Quartile: Men: 20.9% Women: 79.1%  
Upper Middle Quartile : Men: 21.3% Women: 78.7%  
Lower Middle Quartile: Men: 22.6% Women: 77.4%  
Lower Quartile: Men: 26.2% Women: 73.8%

We confirm the above information is accurate.

Signed



Joanne Creighton  
Chief Executive Officer

3<sup>rd</sup> April 2019