

## **Gender Pay Gap Report 2021**

The Joseph Rowntree Charitable Trust rewards all of its staff fairly for their contribution, regardless of gender, and all staff are paid with reference to the same pay scale.

As at April 2021 we employ 11 full-time and 11 part-time staff. In the interests of transparency and good practice we publish the Trust's gender pay gap, which as of April 2021, stands at 18.3% (April 2020: 4.8%) between men and women on a mean basis and 40.5% (April 2020: 31.2%) on a median basis.

Where we have men and women doing the same job, they are paid on the same pay scale. Our gender pay gap exists because although we have a higher number of women than men in the senior management team, a higher proportion of the men employed overall are at relatively senior levels, and many of the Trust's other roles are filled by women. In the top quartile of salaries the ratio of men to women was 36:64 and in the second quartile it was 36:64. The third and fourth quartiles comprised mainly of women.

We have produced this data in line with guidance from the Government Equality Office. We note that this guidance treats gender as a male / female binary and we will review whether to adapt our approach in future.