



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 2022 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 work with a defined pay scale system for each role and strive to maintain good employment practices to support this.

Gender Pay Report

Mean Gender Pay Gap 2022	8.44%
Median Gender Pay Gap 2022	2.89%

Gender Bonus gap

No bonus' were paid to Ruskin Mill Employees

Salary Quartiles

Quartile	Men	Women
Upper Quartile	43.75%	56.25%
Middle Upper Quartile	39.89%	60.11%
Middle Lower Quartile	38.07%	61.93%
Lower Quartile	36.21%	63.79%

