

MILESTONES TRUST

Gender Pay Gap Report 2020

All UK employers with more than 250 employees are required to publish what their pay gap is between their male and female employees.

Gender Pay Figures

The information below reflects the mean and median pay gap of our employees in the year to 5th April 2020. The differences from previous years are explained by changes in the composition of our workforce.

Pay Gap	Mean	Median
Gender Pay Gap	0.66%	0%

Proportion of Men and Women in Each Quartile Band				
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	72.6%	75.8%	76.6%	76.7%
Male	27.4%	24.2%	23.4%	23.3%

The Charity does not award bonuses to any staff and so has a 0 return for these categories.

As Chief Executive Officer of Milestones Trust I can confirm that our Gender Pay Gap has been calculated accurately.



Hilary Crowhurst