

Gender Pay Gap Report 2017



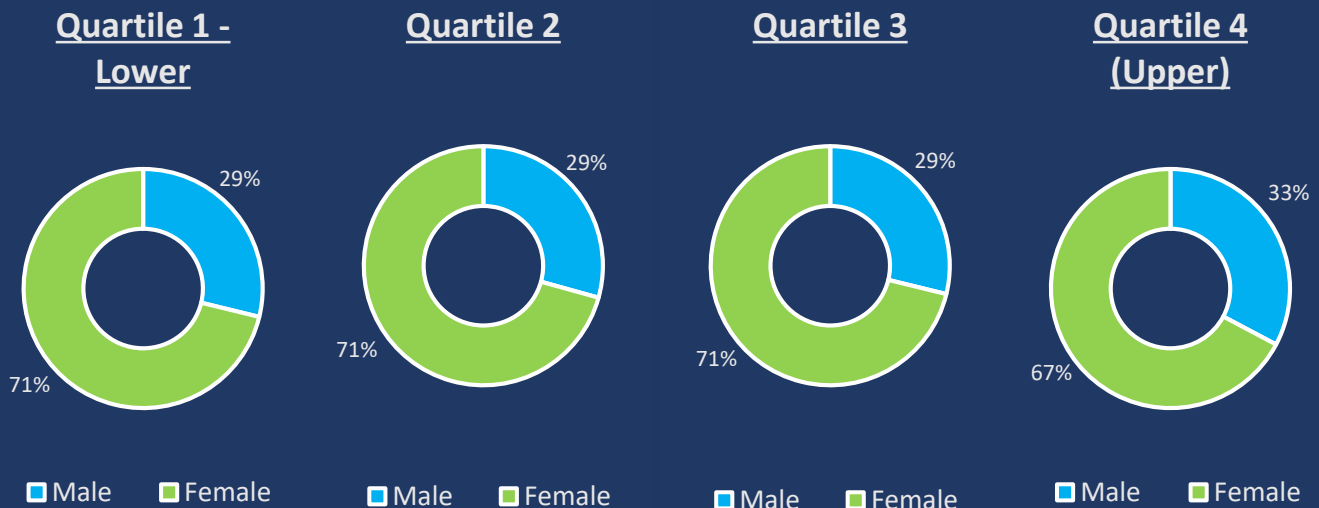
Registered Charity Number: 1121062

As Coquet Trust employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report for the snapshot date of 5 April 2017:

Mean gender pay gap	-2.32%
Median gender pay gap	0%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:



Our Statement

We are very pleased that the data shows that there is no gender pay gap at Coquet Trust.

Female workers make up almost 70% of our total workforce and 61.5% of our managers are female. This is less than the social care industry average where female workers make up 80%

85.7% of our senior management team are female.

Although the results of our Gender Pay Gap analysis are positive, we will continue to monitor and review our equality, diversity and inclusion policies and procedures to ensure that we continuously improve.

I confirm that Coquet Trust is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with the mandatory requirements.

Alison Buddles
Trust Manager
March 2018