

Gender Pay Gap 2019

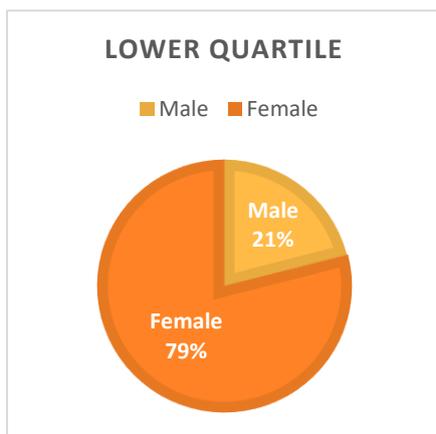
The Cothill Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

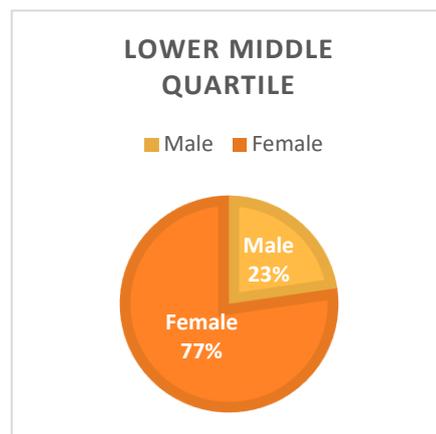
We are required to publish the results on our own website and a government website within one calendar year of April 5th. The data snapshot below is as at 5th April 2019.

Based on gross hourly rates in April 2019, The Cothill Trust's mean pay gap is 19.6% (2018: 21.6%) and median pay gap is 29.2% (2018: 29.7%). The Cothill Trust does not pay bonuses so the requirement to report on bonuses is not applicable.

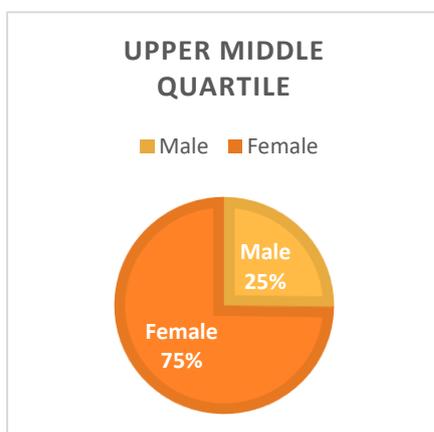
The pie charts below show the gender distribution within the Trust when staff are split into four equally sized quartiles based on hourly rates of pay:



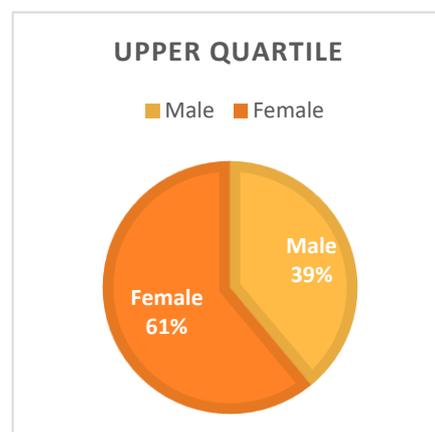
Male – 25
Female - 94
Total - 119



Male – 27
Female – 92
Total – 119



Male – 30
Female – 89
Total – 119



Male – 46
Female – 72
Total – 118

Statement

The Cothill Trust Statement: The Trust is continuously ensuring that all staff receive equal pay for equal work regardless of gender. The pay gap is mainly a result of fewer women appointed to the Trust's senior roles. However, from September 2020, four of the Trust's six schools will have a female Head.

The report shows a greater proportion of women employed across the Trust overall but the greater proportion of the senior leadership roles in the upper pay quartile are taken by men. The greater proportion of women in the lower and lower middle pay quartiles may stem from women being more likely to be working part time and part time roles are more common in the lower pay quartiles.

The Trust is committed to closing the Gender Pay Gap by appointing more women into leadership and senior positions. Since the last GPG report in 2018, The Trust has closed the Mean Hourly rate by 9.4% and the Median by 1.5%.

We will continue to work towards the goal of reducing the Gender Pay Gap each year. I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tom Beardmore-Gray, CEO