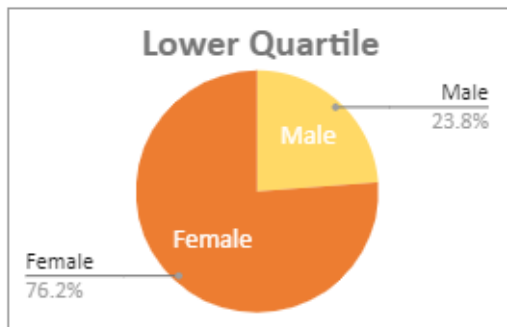


Gender Pay Gap 2020

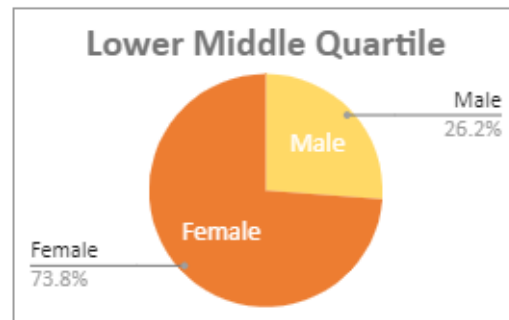
The Cothill Trust is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve the publishing of individual employee data.

The results are required to be published on both the Trust's and a government website within one calendar year of 5th April each year (extended to 5th October 2021 for 2020 reports as a result of the COVID-19 pandemic). The data snapshot below is as of 5th April 2020.

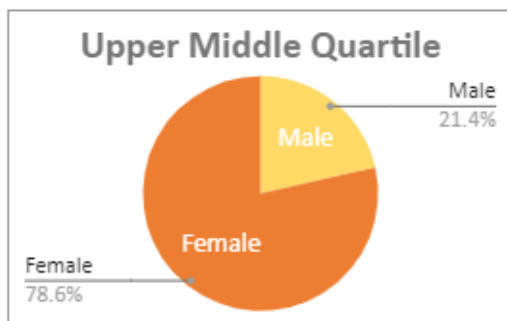
Based on gross hourly rates in April 2020, The Cothill Trust's mean pay gap is 17.2% (2019: 19.6%) and median pay gap is 14.3% (2019: 29.2%). The Cothill Trust does not pay bonuses so the requirement to report on bonuses is not applicable. The pie charts below show the gender distribution within the Trust when staff are split into four equally-sized quartiles based on hourly rates of pay.



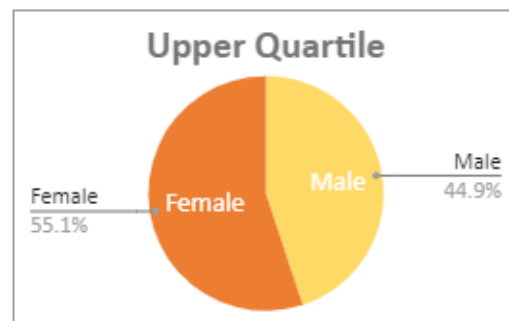
Male	30
Female	96
Total	126



Male	33
Female	93
Total	126



Male	27
Female	99
Total	126



Male	57
Female	70
Total	127



Statement

The Cothill Trust is continuously striving to ensure that all staff receive equal pay for equal work regardless of gender. The pay gap is largely a result of fewer women holding the Trust's senior roles. However, significant progress is being made in this area, with both the mean and median pay gaps having reduced since 2019. Furthermore, three of the Trust's five schools now have a female Head, and several members of staff in the Trust's central management function are female.

The report shows a greater proportion of women employed across the Trust overall, but a higher proportion of the more senior leadership roles in the upper pay quartile are held by men. The greater proportion of women in the lower and lower middle pay quartiles may stem from a higher proportion of our part-time roles being held by women. 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 2019 report, the Trust has closed the mean hourly rate gap by 2.4% and the median hourly rate gap by 14.9%. We will continue to work towards our 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
Chief Executive