

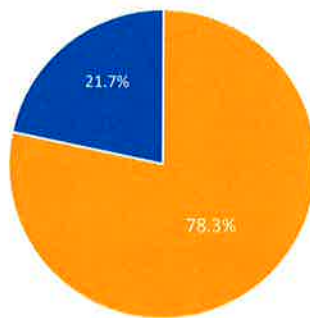
## Cognita Schools Ltd 2018 Gender Pay Report

Cognita Schools Ltd welcomes the opportunity to report on gender pay in accordance with UK statutory regulations, effective from April 2018. These regulations require all UK companies with 250 or more employees to publish the gap in pay between men and women. This report contains our analysis for the year up to 5<sup>th</sup> April 2018.

While this report shows there was a gap in pay during the reporting period, it also notes that the gap in hourly fixed pay has reduced slightly since last year, and we continue to take steps where possible to redress the balance. We aim to reduce any gender pay gap further in keeping with our organisational culture and mission to empower all individuals to succeed.

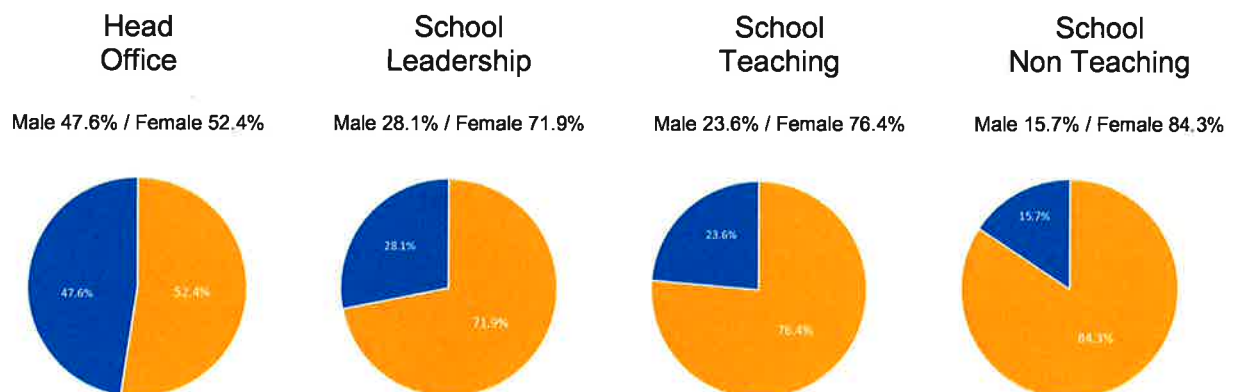
### Employees

Total Employees (2440) by gender as at 5<sup>th</sup> April 2018:



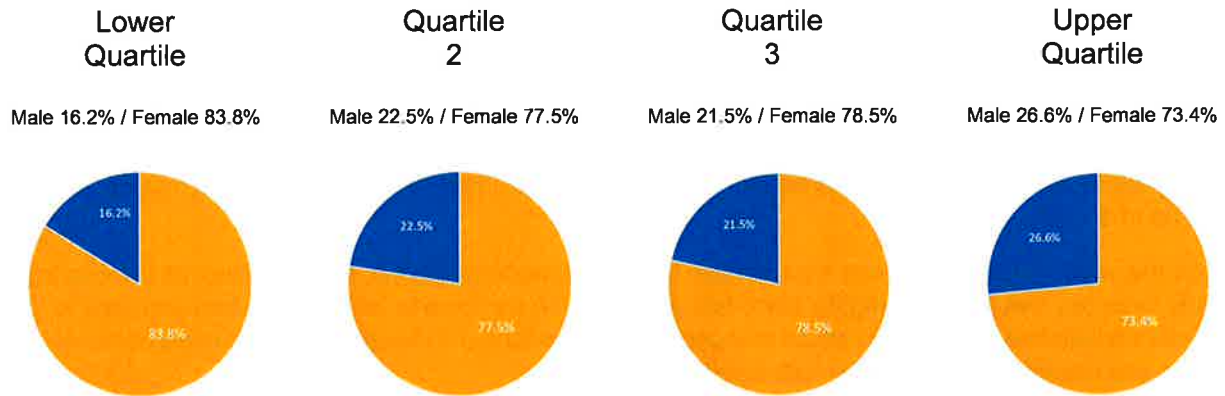
Male 21.7% / Female 78.3%

### Proportion of males and females in our role communities

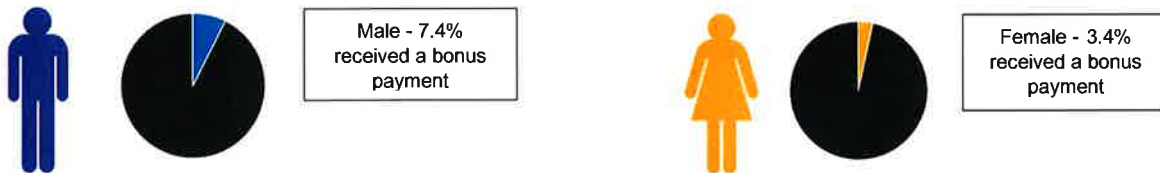


# COGNITA

## Proportion of males and females in each quartile pay band



## Proportion of colleagues awarded a bonus



## Pay & Bonus Gap

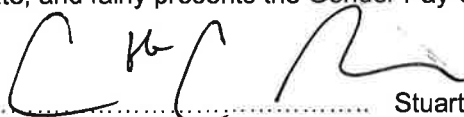
	Difference between Male and Female	
	Mean	Median
Hourly fixed pay	16.4%	7.5%
Bonus paid	66.7%	78.8%

The table above shows our overall mean and median gender pay gap, as at 5<sup>th</sup> April 2018, based on hourly rates of pay of all relevant employees engaged within Cognita Schools Ltd. The table shows that men's mean hourly rate is 16.4% higher compared to women's mean hourly rate and men's median hourly rate is 7.5% higher compared to women's median hourly rate. I'm pleased to see that the hourly fixed pay gaps have slightly reduced from last year.

It also captures the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2018. The table shows that men's mean bonus pay is 66.7% higher than women's mean bonus pay and men's median bonus pay is 78.8% higher than women's median bonus pay.

The bonus difference reflects the gender makeup of the most senior leadership roles in Cognita Schools Ltd at that point in time. This position is changing, with the recruitment of more women to our most senior roles in the organisation over the last 18 months, however this has yet to be reflected in actual bonus payments, due to the timing of the report. A relatively small proportion of our employees receive a bonus and there were fewer bonus payments in total made this year compared to previous years.

I can confirm that the above information prepared from our payroll data as at the snapshot date (5<sup>th</sup> April 2018) is accurate, and fairly presents the Gender Pay Gap information for Cognita Schools Ltd.

Signed  Stuart Rolland, Chief Executive Europe