

Gender pay gap report



COGNITA

An inspiring world of education

2020

“The quality of an education system cannot exceed the quality of its teachers.”

- Andreas Schleicher

Our gender pay gap report 2020

Cognita Schools is a global schools group with more than 80 schools and is the largest independent schools group in the UK.

Our success has been rooted in our people.

“The quality of an education system cannot exceed the quality of its teachers.”

Study after study has shown the quality of outcomes increases as the diversity of the people increases. It is variety of experience, background, ability, and interest which each person brings to Cognita that nurtures the development of new ideas.

We are proud that a large percentage of our workforce are women. In the UK the general working population breaks down to 43% Women and 57% Men. At Cognita, that ratio is 78% Women and 22% Men; this pattern is not uncommon in the Educational Sector.

Although in general the Educational sector is female dominated it is by no means immune from the gender pay gap. We deem the Gender Pay Gap Reporting methodology as hugely important.

Our reporting has shown that it is the under-representation of men in junior roles coupled with their concentration in senior and management roles that produces the statistical phenomenon we see.

We must work to make sure that the proportional representation of man and women is balanced throughout all career phases and pay bands. This is the way to achieve the true equality we desire.

Like many companies in our industry, we know that this will take consistent focus, dedication and time. At Cognita we will keep that focus by abiding to these principles:

Firstly, the pursuit of equity must be a conscious effort. Success is not an accident; it is planned for.

Secondly, we must create an enabling environment that is conducive to the changes we want to see.

Thirdly, we must find and remove structural impediments that may inhibit fully realised potential.

We are passionate about leading change in our sector and making our Cognita world a more inclusive place to be.



Emily Lofting-Kisakye, HR Director, Europe

What exactly is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Legislation requires that all UK employers with 250 or more employees to publish their data.

Basically, the gender pay gap is the difference between the average pay that men and women receive. It is a measurement of the average hourly pay of women in an organisation compared to the average hourly pay of men, and is expressed as a percentage of the average hourly pay of men.

The Gender Pay Gap is different from Equal Pay

Gender Pay is the difference between the average male and female pay rates in an organisation, irrespective of role or seniority. Equal Pay is the legal requirement for men and women to be paid the same for performing similar work. Many companies in the UK that are compliant with Equal Pay legislation may still have a Gender Pay Gap.

What is actually measured?

- 1. The gender pay gap**

The difference between the mean & median hourly rate of pay of male and female employees. These calculations are based broadly on 'normal salary', but they also include any bonuses paid in the month of April.
- 2 .The gender bonus gap**

The regulations also require similar data based only on bonuses paid over the full tax year. Again, this includes the difference between the mean & median bonus pay paid to male and female employees.
- 3. Who receives bonuses**

In addition to identifying the value of bonuses, employers have to show the proportion of men and women who receive bonuses during the tax year.
- 4. Number of men and women in each pay quartile**

Finally, employers must publish the percentage of male and female employees falling into four pay quartiles; lower, lower middle, upper middle and upper quartiles; when employees are ranked from lowest to highest paid.



2020 gender pay gap results

On the snapshot date of 5th April 2020, Cognita had one legal entity operating at 40 schools and locations in the UK.

DIFFERENCE IN HOURLY PAY BETWEEN MEN AND WOMEN	
Difference in mean pay	Difference in median pay
16.8%	9.6
Difference in mean bonus pay	Difference in median bonus pay
95.8%	96.4%

PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS IN THE TAX YEAR	
Men	Women
0.9%	0.6%

PROPORTION OF MEN AND WOMEN IN FOUR EVENLY SIZED QUARTILES WHEN RANKED FROM HIGHEST TO LOWEST HOURLY PAY		
Quartile	Female	Male
Upper	68.4%	31.6%
Upper Middle	78.8%	21.2%
Lower Middle	83.5%	16.5%
Lower	82.7%	17.3%
Overall	78.4%	21.6%

Statutory Declaration
I confirm that the information and data reported are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Emily Lofting-Kisakye, HR Director, Europe

Understanding Our Results



Our gender pay gap similar to what it was last year. This is because the drivers of our gender pay gap are structural in nature –

1. **We have a skewed representation in favour of women in the company—women account for over 75% of the workforce**
2. **There is a slight vertical segregation (men are proportionally better represented at more senior role than they are at lower paying roles such as nursery assistants)**
3. **There is horizontal segregation (more women in support roles associated with lower rates of pay than men).**

So, while we made improvements, such as in the proportion of women hired in management roles, the improvements do not immediately translate into an improved gender pay gap score.

When we group our people according to role type, we see that women proliferate at the junior levels but are less well represented at the most senior levels.

Similarly, we see that the women are more represented in Administrative, Nursery and Educational Support, but are less represented in corporate management and EdTech jobs.

If we look for gender pay gaps between men and women holding the same or similar role, we see that the gap does not exist in a statistically significant way. This suggests that the issue is not one of Equal Pay—men and women doing the same job get paid the same.

Instead gaps only appear when we look away from the different departments but consider the whole company together. Men have a higher proportional representation in the higher paying quartiles, meaning that when looked at as a whole men will, on average, earn more than women.

All our efforts to close the pay gap are about changing this proportional representation structure. We must progress and recruit women into senior and technical roles until their number proportionally match men; this process will take time to complete.

This pattern is not unique to Cognita. We see it replicated in almost all companies that operate in the Educational sector.

The Bonus Pay Gap

As our gender pay gap is driven by the relative concentration of men in senior roles, so too is our bonus pay gap. The more senior a role is the more likely it is to pay a bonus.

Therefore, the bonus pay gap would generally follow the gender pay because higher paying roles come with higher paying bonuses.

In absolute terms the number of man and women who received it were similar. But because there are so many more women in the data it means that the average figures skew heavily in favour of man.

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