

Gender pay gap report



COGNITA

An inspiring world of education

2021

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

- Andreas Schleicher



Our gender pay gap report 2021

Cognita Schools is a global schools group with more than 85 schools and is the largest independent schools group in the UK. Our schools provide a global education that goes beyond grades to develop all-round academic excellence – building resilient minds and encouraging positive, international perspectives on a firm foundation of wellbeing.

We are committed to providing the right environment to encourage our students and colleagues to be the best that they can be.

Our organisation and sector is people intensive and our success is rooted in our people first and foremost.

The Gender Pay Gap helps us to identify that women remain underrepresented in senior management roles in the UK organisation. It is this fact that drives the Gender Pay Gap.

We are proud to have a large percentage of women in our workforce and are committed to driving an equal distribution of females to males within our senior management roles.

Last year we set out a number of principles to help us

close the pay gap in the long term; only when we have equal numbers of women across all pay bands will the gender pay gap disappear.

Building on the principle into this year we must:

Firstly, increase the proportion of women in Leadership and senior roles, joining Cognita via targeting recruitment processes.

Secondly, invest in our workplace culture so that the equity and diversity is energised and focused.

Thirdly, encourage upward movement of female colleagues for real time progression.

We must continue to be deliberate and consistent in our principles to see the long term change we are wanting to see. We are not complacent and will remain focused.

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.

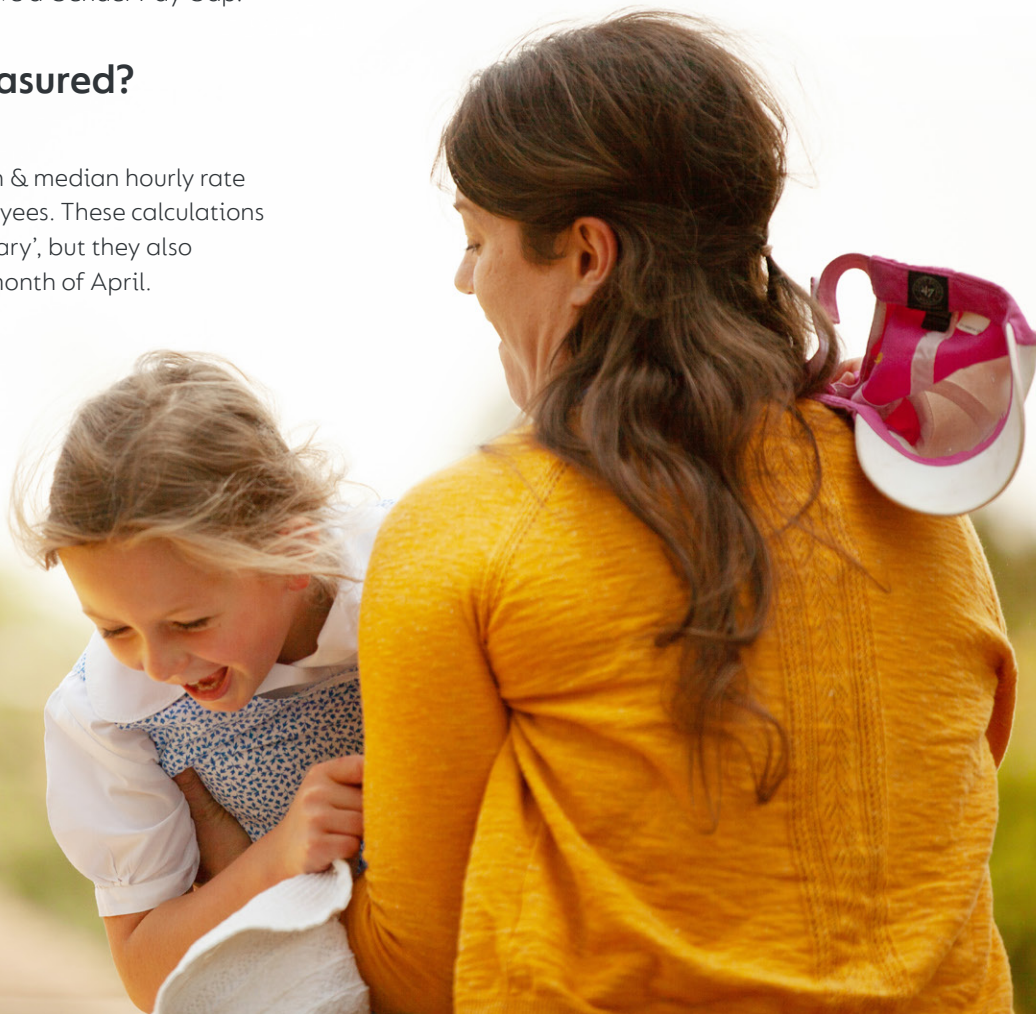
3. Who receives bonuses

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.

National Education Union points out, in secondary schools, 36% of teachers are men, yet 62% of head teachers are men.



2021 gender pay gap results

On the snapshot date of 5th April 2021, 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
18.7%	9%
Difference in mean bonus pay	Difference in median bonus pay
-7%	1.2%

PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS IN THE TAX YEAR	
Men	Women
1.2	0.2%

PROPORTION OF MEN AND WOMEN IN FOUR EVENLY SIZED QUARTILES WHEN RANKED FROM HIGHEST TO LOWEST HOURLY PAY		
Quartile	Female	Male
Upper	67.7%	32.3%
Upper Middle	78.4%	21.6%
Lower Middle	76.9%	23.1%
Lower	87.6%	12.4%
Overall	77.7%	22.3%

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 is broadly similar to last year, noting the normal year-to-year variance; the fundamental nature of our gender pay gap is the same. **Our gender pay gap is driven by 2 factors:**

- Due to skewed representation men exert a greater statistical weight in our numbers. Women account for 78% of our workforce. For example a senior man in the Executive Lead Team changes the average male pay more than a senior woman in the Executive Lead Team does to the female average.
- Men are proportionally better represented than women at the highest paying quartile. In the upper quartile men have a 10% over-representation against our average; and in the lower quartile women have a 10% over-representation

As mentioned in our report last year the Education sector trends sees more women in traditionally lower paid roles - our results are reflective of this.

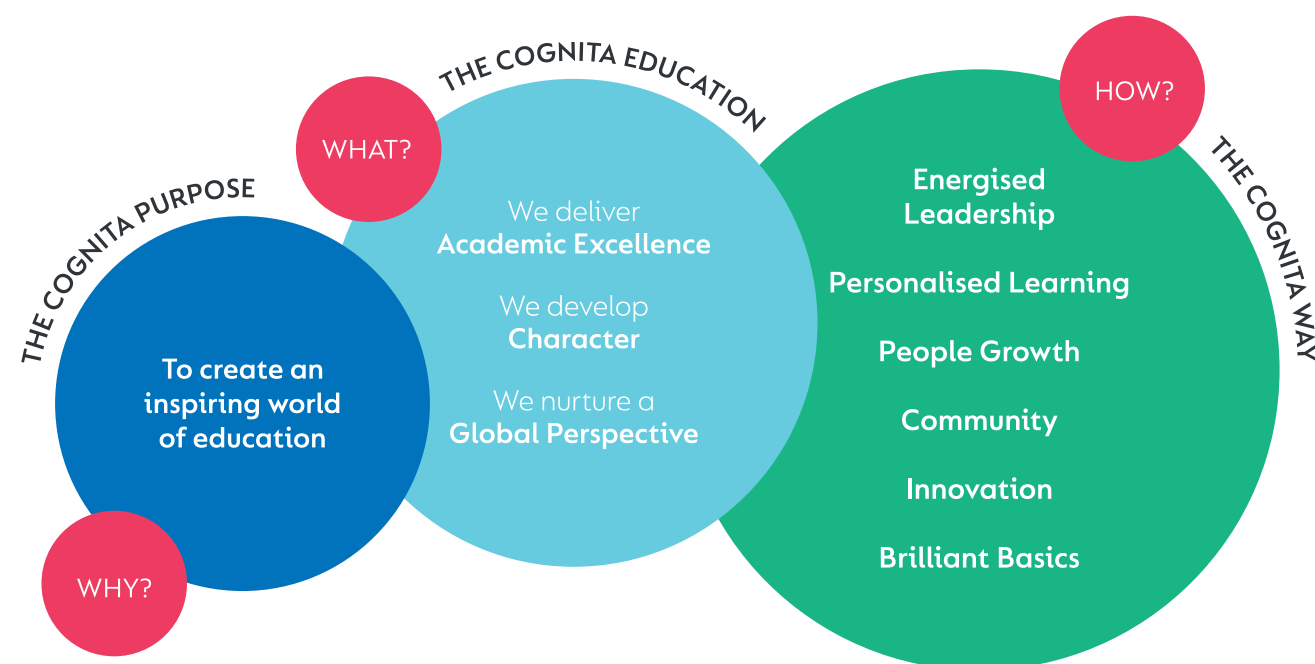
The Bonus Pay Gap

Due to the impact of Covid, Cognita mainly paid no bonus in this reporting window. The number is so low that no meaningful trend can be derived from the data.

Our 2022 report, will contain a clearer report on the Bonus Pay Gap from across the organisation.

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