

# Gender Pay Gap *Report* 2020



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COTTAGES



Every year all businesses with over 250 employees are required to report their gender pay gap analysis in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. *Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the difference in average pay between men and women in an organisation.*

The data used is a snapshot taken as of 5th April each year. Reporting for each April, normally takes place the following April, however, this was extended in 2020 due to the Coronavirus pandemic.

At the time of the snapshot (5th April 2020), in response to the coronavirus pandemic, 74% of employees had agreed to be furloughed through the Government's Coronavirus Job Retention Scheme (CJRS). In line with the reporting requirements we have calculated our pay gap removing the team members on the CJRS, therefore these numbers only reflect the Gender Pay and bonus gap of the employees that remained in the business.

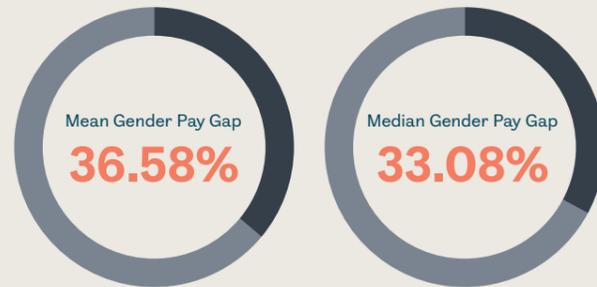


# GENDER PAY GAP

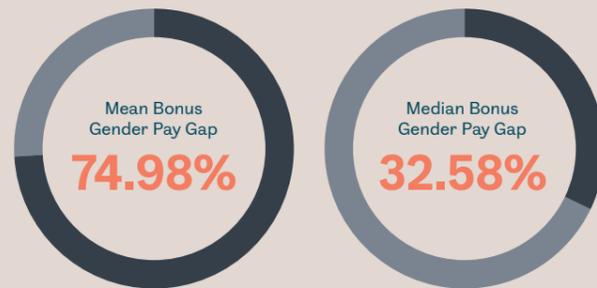
## Excluding furloughed team members

(Below based on staff that were operational in the business as at 5 April 2020, 114 members of staff)

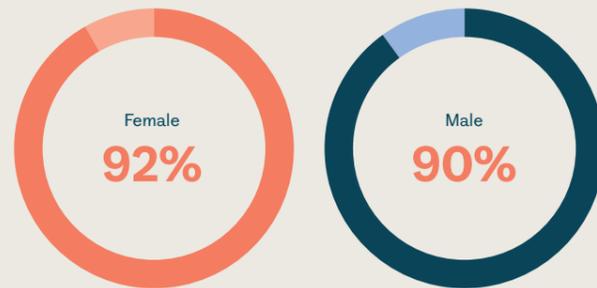
### PAY GAP



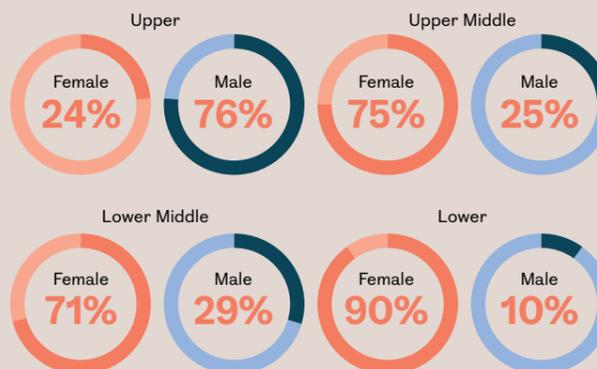
### BONUS GAP



### PROPORTION OF MALES & FEMALES RECEIVING A BONUS PAYMENT



### THE PROPORTION OF MALES & FEMALES IN EACH QUARTILE BAND



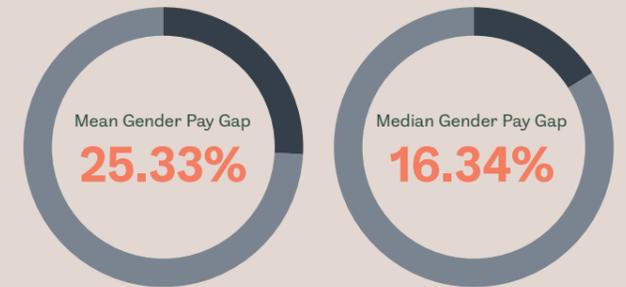
# GENDER PAY GAP

## Including furloughed team members

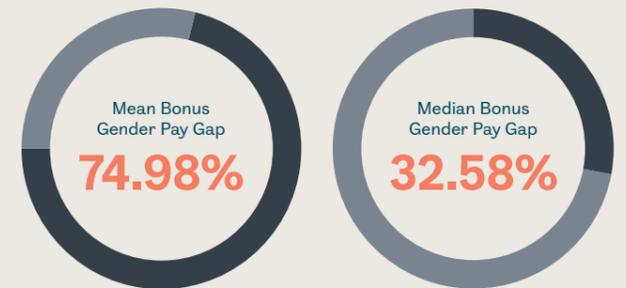
(Below based on total number of staff in the business at 5 April 2020, 443 members of staff)

We have also calculated our Gender Pay Gap with all team members included on what would have been their ordinary pay, irrespective of whether or not they were on the CJRS. Whilst this is not a requirement, we believe that this data is more representative of the pay gap information and provides a more accurate comparison to previous years. The report on this basis is below:

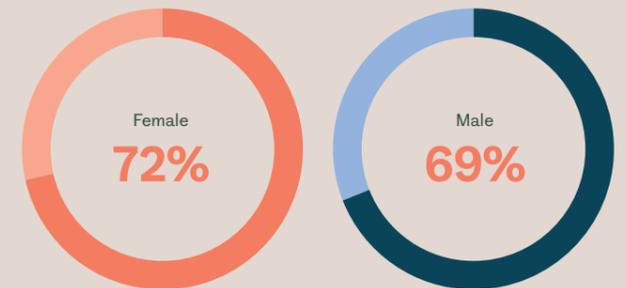
### PAY GAP



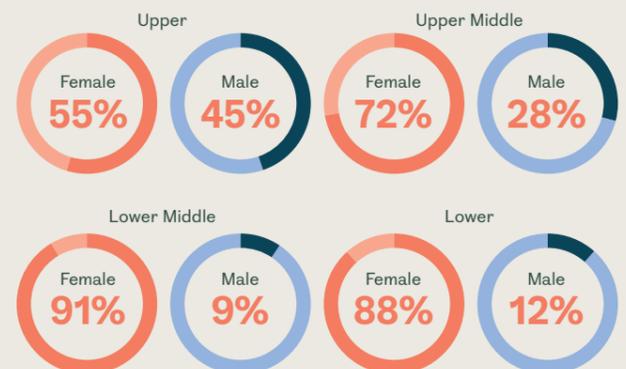
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We remain committed to offering all of our employees a truly inclusive place to work, where everyone can reach their full potential based on merit alone.

Our gender pay gap is not a pay issue rather a consequence of there being too few women in senior roles and a concentration of women in lower paid roles.

Whilst our results compare favourably to other businesses, we are continuing to work on initiatives to better attract, develop and retain female staff. We are committed to reducing the gender pay gap by maintaining our focus on providing the opportunity and encouragement to allow both women and men to pursue whichever career path they wish.

I confirm The Original Cottage Company Limited gender gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**John Willmot COO, The Original Cottage Company Limited**

