

# Gender Pay Gap Report 2021



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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 at 5th April each year. Reporting for each April, takes place the following April.

At the time of the snapshot (5th April 2021), in response to the coronavirus pandemic 18.4% of employees had agreed to be furloughed through the Government's Coronavirus Job Retention Scheme (CJRS).



## GENDER BALANCE

Female Male

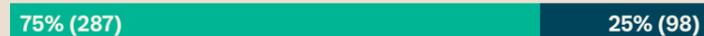
### Excluding furloughed

Total 314 members of staff



### Including furloughed

Total 385 members of staff



# Gender Pay Gap

## Excluding furloughed team members

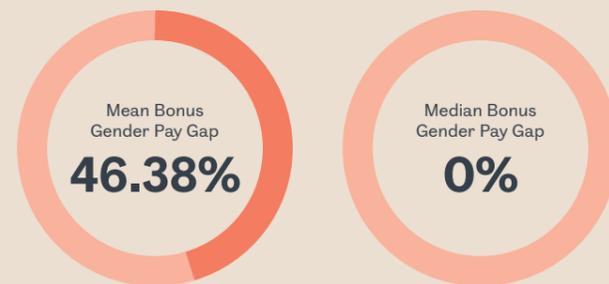
(Below based on staff that were operational in the business as at 5 April 2021, 314 members of staff)

In line with the reporting requirements we have calculated our Gender Pay Gap removing team members included on what would have been their ordinary pay, irrespective of whether or not they were furloughed on the Coronavirus Job Retention Scheme (CJRS), therefore these numbers only reflect the Gender Pay and bonus gap of the employees that remained in the business. The report on this basis is below:

### Pay Gap

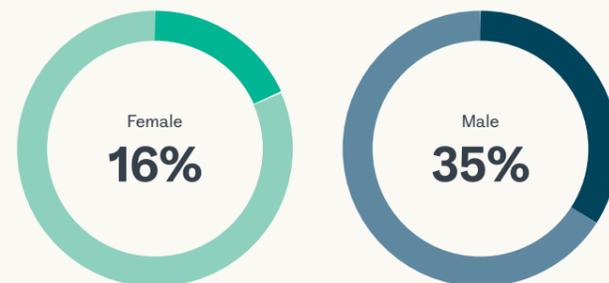


### Bonus Gap



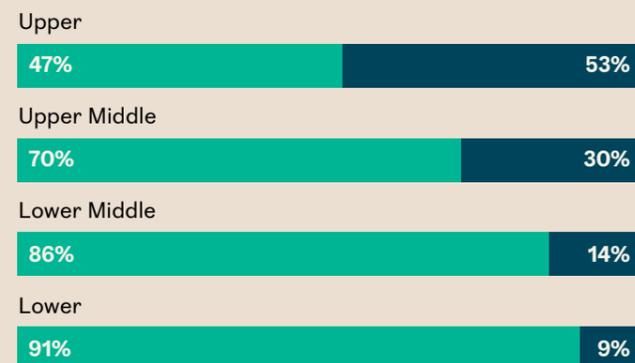
### Proportion of Males & Females Receiving a Bonus Payment

Female Male



### The Proportion of Males & Females in Each Quartile Band

Female Male



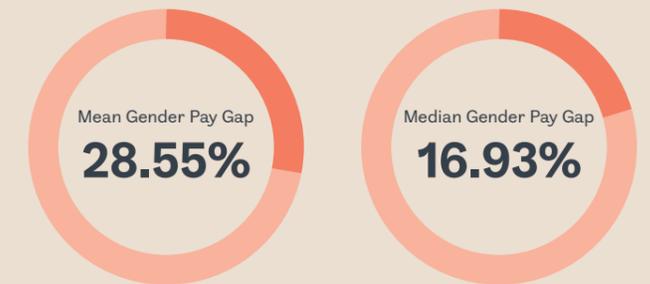
# Gender Pay Gap

## Including all team members

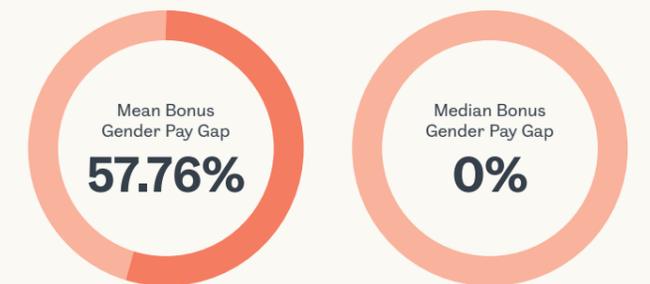
(Below based on total number of staff in the business at 5 April 2021, 385 members of staff)

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 furloughed on the Coronavirus Job Retention Scheme (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



### Bonus Gap



### Proportion of Males & Females Receiving a Bonus Payment

Female Male



### The Proportion of Males & Females in Each Quartile Band

Female Male





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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 pay gap is not an equal pay issue, rather it is driven by a higher proportion of men in more senior positions and proportionately more women in less senior roles, which tend to be lower paid.

Whilst our results are similar to other comparable 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**

