

# Gender Pay Gap Report 2022



ORIGINAL  
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 on 5th April each year. Reporting for each April takes place the following April.

At the time of the snapshot (5th April 2022) we employed 416 people, 307 (74%) of whom were women and 109 (26%) were men.

## GENDER BALANCE

Men Women

Total 416 members of staff

26.7% (109)

73.3% (307)



# Gender Pay Gap

Including all team members

(Below based on staff that were operational in the business as on 5th April 2022, 416 members of staff)

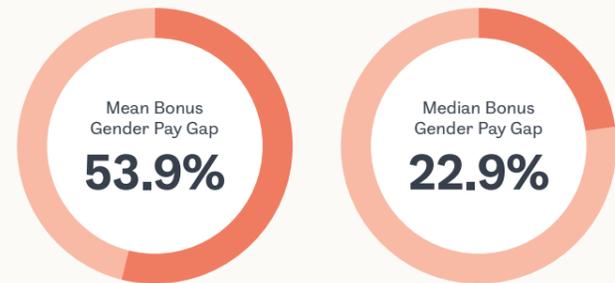
We have calculated our Gender Pay Gap in line with the requirements below:



## Pay Gap

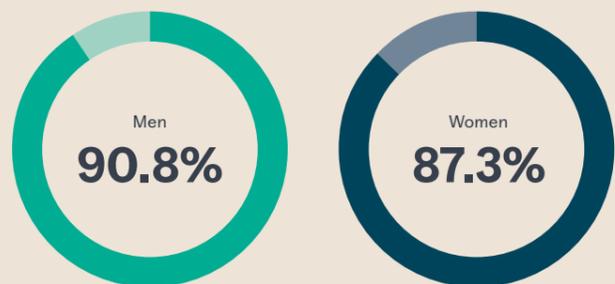


## Bonus Gap



## Proportion of Men & Women Receiving a Bonus Payment

Men Women



## The Proportion of Men & Women in Each Quarter Band

Men Women



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. As noted before, 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.

In May 2022, Original Cottages was acquired by Travel Chapter, and all its employees transferred over later in the year. Therefore, the future reporting relating to gender pay will sit within Travel Chapter. For further detail of the Gender Pay Gap within Travel Chapter, and future commitments, please see the report as shown on our parent website.

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.

**Jayne McClure, Director,**  
The Original Cottage Company Limited

