



The Societas Trust

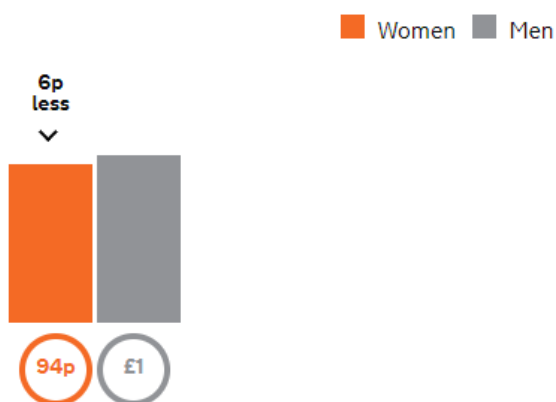
Gender Pay Gap Report 2020/2021

Snapshot date:	31 March 2020
Employee headcount:	250 to 499 employees

This employer has not provided extra information on their gender pay gap

Hourly pay gap

In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.8% lower than men's.

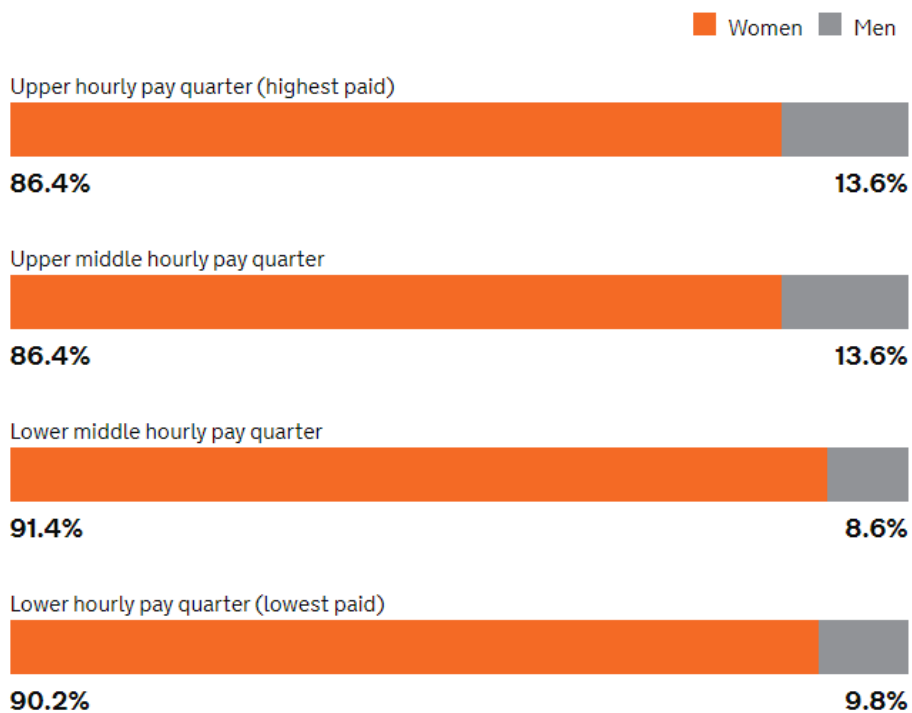


When comparing mean (average) hourly pay, women's mean hourly pay is 15.1% lower than men's.



The percentage of women in each pay quarter

In this organisation, women occupy 86.4% of the highest paid jobs and 90.2% of the lowest paid jobs.



Senior Officer Responsible: Jon Lovatt

Position: CEO

I can confirm that the information given above is accurate.

Signature:

A handwritten signature in blue ink that reads 'Jon Lovatt'.