

Cooksongold 2021 Gender Pay Report

What is the Gender Pay Gap?

The gender pay gap is a measure that shows the difference in average earnings between men and women across the whole business.

The gender pay gap is a different measure to equal pay. Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work.

Understanding Our Gender Pay Gap

Mean: The mean figure is reached by adding up all the hourly rates and dividing by the total number of employees to achieve an average difference between the males and female pay rate.

Median: The median figure is reached by gathering all the hourly rates in order and selecting the middle figure. The median gap is reached by calculating the difference between the male and female pay rate.

Our median gender pay gap of 5.0% is 10.5% points better than the UK National average of 15.5%.

Although we're really pleased to be performing better than the UK average, we believe there is still more to do and we're working towards a more balanced gender split across all levels of our workforce to close the gap further.

Our mean pay gap is 24%. It's higher than our median pay gap because we have some highly paid men across all work levels and areas. This, combined with fewer women in the top roles is the primary driver for our pay gaps.

*2020 Office of National Statistic Annual Survey of Hours and Earnings Report

Gender Pay Gap Statistics

We are required to report on the following entities under the Equality Act (2010) Gender Pay Gap Regulation 2017

This data is based on a snapshot date of 5th April 2021

Pay Gap:	
Mean Percentage Gender Pay Gap	Median Percentage Gender Pay Gap
24%	5%

On average men were paid 24% more than women in April 2021. The median pay gap was 5% in the same period and because we have a skewed distribution is the more accurate measure.

Bonus:	
Mean Percentage Gender Bonus Gap	Median Percentage Gender Bonus Gap
71%	0%
Males paid a Bonus	Females paid a Bonus
86%	88%

All employees, once they have passed their probation are eligible to join the Company bonus scheme

Proportion of Males and Females in each Quartile Band:		
Quartile	Males	Females
Upper	83%	17%
Upper Middle	42%	58%
Lower Middle	52%	48%
Lower	67%	33%

What We'll Do

Over the coming year we plan:

- To begin to review pay and establish frameworks with clear development paths
- Review and revisit our policies to make sure they're in-line with best practice.