

Cooksongold 2022 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 2.0% is better than the UK National average and an improvement on our 2021 figure of 5%. This is 12.9% better than the estimated UK national average which was 14.9%. *

Our mean pay gap is 18%. 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 and bonus gaps. It is an improvement on our 2021 figure which was 24%.

*Office for National Statistics 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 2022

Pay Gap:	
Mean Percentage Gender Pay Gap	Median Percentage Gender Pay Gap
18%	2%

On average men were paid 18% more than women in April 2022. The median pay gap was 2% in the same period and because we have a skewed distribution this is the more accurate measure.

Bonus:	
Mean Percentage Gender Bonus Gap	Median Percentage Gender Bonus Gap
62%	0%
Males paid a Bonus	Females paid a Bonus
90%	91%

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	82%	18%
Upper Middle	53%	47%
Lower Middle	64%	36%
Lower	62%	38%

What We've Done

Over the past year we've taken important steps on pay and flexible working,

- We've reviewed pay and established a framework for logistics and production roles.
- We've revised and enhanced our family friendly policies.
- We've made working more flexible where we can with the continuation of hybrid and flexible working patterns.

What We'll Do

Continue with our work we have already started as well as some

- We will continue to focus on ensuring we have an equitable pay structure across the business.
- Encourage employee voices by implementing an employee survey. The results should give us an insight into engagement levels from a gender perspective and allow us to target activity and shape the people strategy.