

# Cooksongold 2024 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 at 3.0%. It is better than the estimated UK National average of 13.1%.\*

Our mean pay gap is 17%. 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. This year's mean pay gap is unchanged from 2023.

\*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 2024

Pay Gap:	
Mean Percentage Gender Pay Gap	Median Percentage Gender Pay Gap
17%	3%

On average men were paid 17% more than women in April 2024. The median pay gap was 3% 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
61%	0%
Males paid a Bonus	Females paid a Bonus
93%	93%

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	79%	21%
Upper Middle	58%	42%
Lower Middle	55%	45%
Lower	64%	36%

## What We've Done

Over the past year we've continued to look at ways in which we can close our pay gap.

- We've continued our review of pay structures for those in similar roles across the business.
- We offer hybrid and flexible working patterns where possible to open up opportunities to all.
- We have female representation at a senior management level.
- We have invested in management training to support succession planning.
- All vacancies are advertised internally to give everyone the opportunity to progress within the company.

## What We'll Do

- Continue to focus on ensuring we have an equitable pay structure across the business.
- Offer training opportunities to all employees to enable progression and development.
- Put actions in place to address the seniority gap as we currently have an imbalance of male employees in senior roles.
- Review any barriers to progression and implement policies to support our findings.