

Cooksongold 2025 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 8.0%. It is slightly higher than the estimated UK National average of 6.9%.*

Our mean pay gap is 21%. 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 all roles across the business is the primary driver for our pay and bonus gaps.

*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 2025.

Pay Gap:	
Mean Percentage Gender Pay Gap	Median Percentage Gender Pay Gap
21%	8%

On average men were paid 21% more than women in April 2024. The median pay gap was 8% 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
66%	0%
Males paid a Bonus	Females paid a Bonus
93%	95%

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	80%	20%
Upper Middle	58%	42%
Lower Middle	51%	49%
Lower	56%	44%

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.
- All vacancies are advertised internally and are open to all employees.
- Training and development opportunities are open to all to support career development and improve access to more senior roles.
- We have set up a new Senior Leadership Team and ensured that we have a broad representation from across the business.

What We'll Do

- We are reviewing our performance management system to support all employees with their career goals.
- We are introducing a new manager training programme which will provide guidance on recruitment, training and general management. This will support managers in making hiring decisions and in providing development opportunities for their teams.
- We will continue to focus on pay structures to ensure equity across the business.
- Review recruitment processes and any barriers to progression and implement policies to improve access to new roles and development opportunities.