



**COMPANY  
OF COOKS**

**Gender Pay Gap Report 2022**

# Foreword



At **Company of Cooks**, promoting and supporting a diverse and inclusive workforce is integral to the success of our business. We recognise the importance of enabling our people to achieve and exceed their potential and the impact this can have on our performance.

Women make up 47.1% of our workforce and the gender pay gap is one of the reports that we use to measure inclusion.

This is the first year that Company of Cooks has been required to report on the gender pay gap and our inaugural data is very encouraging with a mean gender pay gap of 5.6% and a median gender pay gap of 0%.

Whilst our gender pay gap is low, we are not resting on our laurels. We recognise that there is always work to be done and as a business, we have a responsibility to maintain our efforts to neutralise the gender pay gap that currently exists within Company of Cooks. We are committed to working towards a fair and inclusive workplace for all that supports both progression and lifestyle/family commitments, and we look forward to seeing the results of our continued efforts.

A handwritten signature in black ink, appearing to read 'Bill Toner'.

Bill Toner, Chief Executive Officer

I can confirm that the gender pay data contained within this report is accurate.

# gender pay gap reporting explained



Gender Pay Gap legislation requires employers with a headcount of 250 or more, to calculate and publish their gender pay gap data on an annual basis. The calculations are based on data at 5th April each year, which is called the snapshot date. The information that employers are required to publish is as follows:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• The percentage of men and women in each of the four pay bands, known as quartiles. These figures will demonstrate how the gender pay gap differs according to levels of seniority.</li></ul>   | <ul style="list-style-type: none"><li>• The mean and median gender pay gap using hourly pay. These figures will demonstrate the average gender pay gap for hourly pay across the organisation as a whole.</li></ul> |
| <ul style="list-style-type: none"><li>• The percentage of men and women receiving bonus pay. These figures will demonstrate how the gender pay gap differs when looking at the distribution of bonus payments made in the 12 months leading up to the snapshot date.</li></ul> | <ul style="list-style-type: none"><li>• The mean and median gender pay gap using bonus pay. These figures will demonstrate the average gender pay gap for bonus pay across the organisation as a whole.</li></ul>   |

The gender pay gap figures can be found published on the employers Company website as well as the **Government website:**

<https://gender-pay-gap.service.gov.uk/>.

# gender pay gap reporting explained cont.

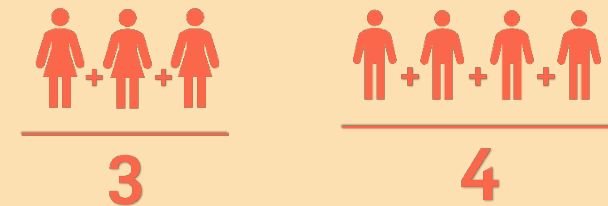
## What's the difference between Gender Pay Gap and Equal Pay?

The gender pay gap shows the difference in the average pay between men and women in an organisation, which is expressed as a percentage of the average male earnings (e.g. women earn x% less/more than men).

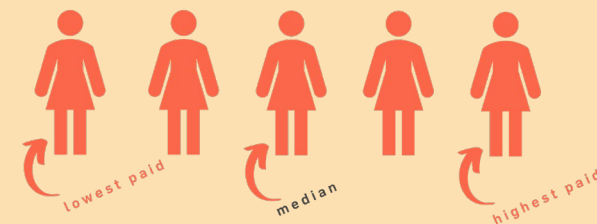
Equal pay is a legal requirement to pay men and women the same for performing equal work unless any difference in pay can be justified, which is governed by the Equality Act 2010.

## What's the difference between 'mean' and 'median'?

The "mean" average for the gender pay gap is determined by adding up the hourly pay/bonus pay and then dividing the result by the number of employees. For example:



The "median" average for the gender pay gap is determined by sorting all of the hourly pay/bonus pay from smallest to largest and then selecting the employee in the middle of the range. For example:



# Company of Cooks at a glance

Company of Cook had 399 “relevant” employees on the 5th April 2022 (the snapshot date). The term “relevant” excludes those who were on leave and those who were receiving less than full pay on the snapshot date (e.g. holiday, family friendly leave, sickness leave etc.).

52.9% men

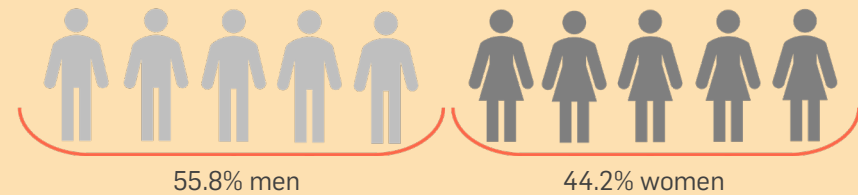


47.1% women

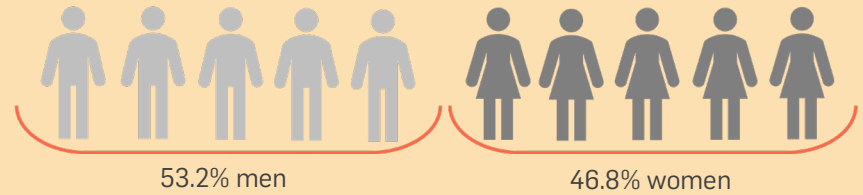


## Percentage of men and women in each pay quarter

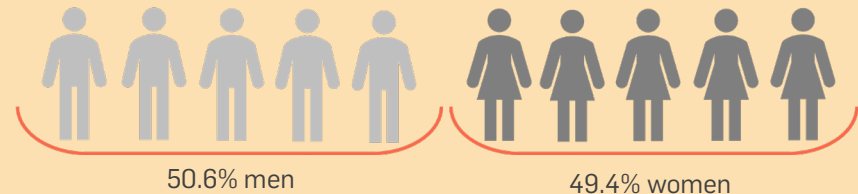
### lower quartile



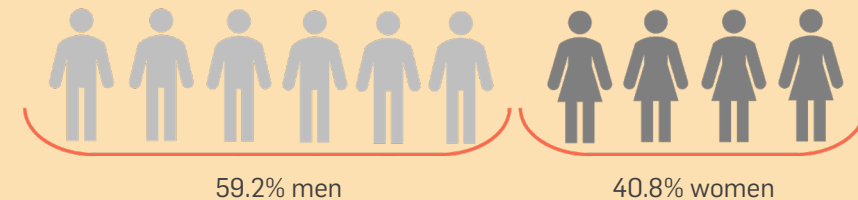
### lower middle quartile



### upper middle quartile



### upper quartile



# gender pay gap

## Mean Gender Pay Gap using Hourly Pay



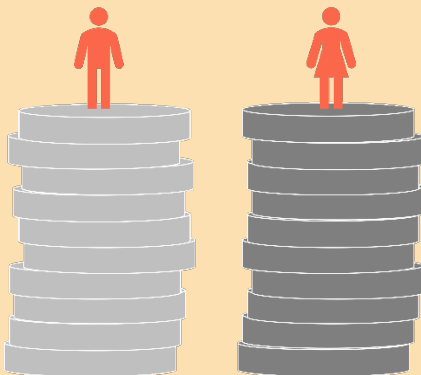
Men earn **5.6% more** than women across the Company

Per Quartile	Mean gender pay gap
Lower pay quartile	Men earn <b>0.5% less</b> than women
Lower middle pay quartile	Men earn <b>0.2% less</b> than women
Upper middle pay quartile	Men earn <b>3.7% less</b> than women
Upper pay quartile	Men earn <b>10.3% more</b> than women

## Gender Pay Gap by Age

Age	Mean gender pay gap
<21	Men earn <b>0.9% less</b> than women
21 – 30	Men earn <b>2.6% more</b> than women
31 – 40	Men earn <b>19.6% more</b> than women
41 – 50	Men earn <b>11% more</b> than women
51 - 60	Men earn <b>0.3% less</b> than women
>60	Men earn <b>13.4% more</b> than women

## Median Gender Pay Gap using Hourly Pay



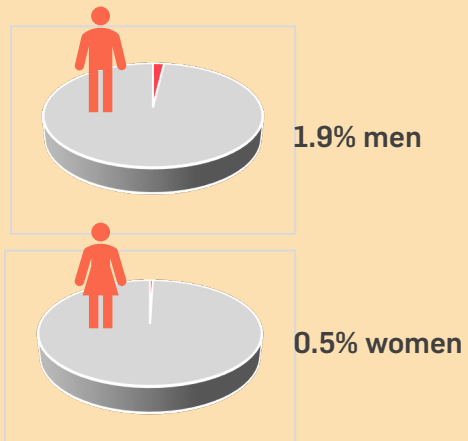
Men earn **the same as** women across the Company

Per Quartile	Median gender pay gap
Lower pay quartile	Men earn <b>the same as</b> women
Lower middle pay quartile	Men earn <b>the same as</b> women
Upper middle pay quartile	Men earn <b>10% less</b> than women
Upper pay quartile	Men earn <b>9.3% less</b> than women

Age	Median gender pay gap
<21	Men earn <b>1% less</b> than women
21 – 30	Men earn <b>the same as</b> women
31 – 40	Men earn <b>11.6% more</b> than women
41 – 50	Men earn <b>11.6% more</b> than women
51 - 60	Men earn <b>3.3% less</b> than women
>60	Men earn <b>20% more</b> than women

# gender pay gap

Percentage (%) receiving Bonus Pay



Mean Gender Pay Gap using Bonus Pay



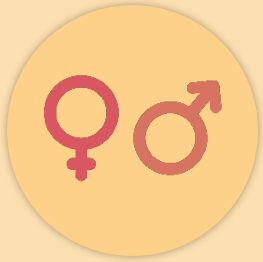
Men earn **91.8% more** than women across the Company

Median Gender Pay Gap using Bonus Pay



Men earn **50% more** than women across the Company

# gender pay gap analysis



Company of Cooks is part of a wider group, CH&CO. Due to the structure of the CH&CO group, there are not many senior roles in Company of Cooks. The majority of people included in this report work in set paid roles and this is reflected in the low gender pay gap.

Where differentiation does appear, this is influenced by length of service and the associated incremental increases that come with continued employment and experience.

Only 5 people out of the 399 relevant employees received a bonus. There is therefore not enough data to draw a sensible conclusion around the results of the gender pay gap for bonus payments.



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