



Cogent Staffing
**Gender Pay
Gap Report**

Report published

FEBRUARY 2024



Our Commitment

At Cogent Staffing, we're committed to tackling inequality and under-representation – creating an inclusive environment and reflecting the communities we serve.

As an equal opportunities employer, working with nearly 300 temporary workers across the UK, we are focused on attracting, recruiting and retaining a diverse and inclusive workforce and providing the widest choice and variety of manufacturing, FMCG, engineering, supply chain and commercial roles, and internal opportunities to all.



What is the Gender Pay Gap Report?

Under the Equality Act 2010, all organisations which employ 250 people or more are required to publicly report the difference between the average earnings of all men and women employees, regardless of their role or seniority. This is expressed as a percentage of men's earnings. However, this report does not involve publishing individual employee's data.

It's important to be clear that the gender pay gap does not measure equal pay. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay relates to what women and men are paid for performing equal work.

This document is Cogent Staffing's Gender Pay Gap Report and delivers our pay findings, along with the steps we will take to further improve our results. This report covers the 2023-24 reporting cycle, using the legally set snapshot date of 5th April 2023. We have published our report in February 2024.. (ahead of the reporting deadline of 5th April 2024).

Why is Cogent Staffing Reporting?

While Cogent Staffing employs 10 people for its own business operations, as a recruitment agency we supply temporary staff through contracts for service. Combined, these exceed 700 people. Temporary staff are supplied to our clients who work across the manufacturing, FMCG, engineering, supply chain and commercial sectors.

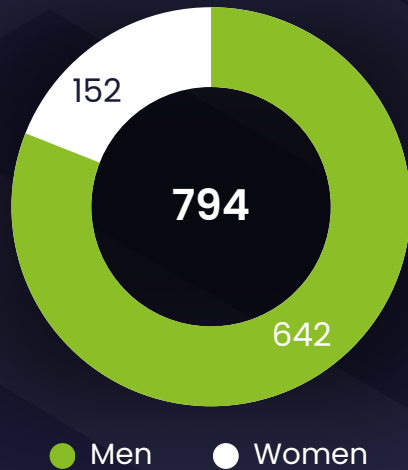
We do not have complete control over the rates of pay our temporary staff receive as they are determined by our clients. We do however endeavour to put forward a fair representation of male and female workers for each role. This is something we continually strive to improve across all sectors and all levels of role.

What's more, as a company we're committed to the principle of workplace equality and believe eliminating the gender pay gap is the right thing to do for successful business and a fair society.



Our Findings

Snapshot headcount



Mean and Median Gender Pay Gap – Hourly pay

A gender pay gap is the difference between the hourly rate of pay for all men and all women. Two types of gender pay gap are reported on:

- **Mean hourly pay gap:** the difference between the average hourly earnings of men and the average hourly earnings of women
- **Median hourly pay gap:** the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women

Ordinary pay, expressed as an hourly rate, is used to calculate the mean and median gender pay gaps. This includes basic pay, allowances and any bonus payments made in April 2023. Overtime payments are not included.

The figures on the right show the overall mean and median gender pay gap in our organisation.

Our (mean) pay gap stands at 2%. The mean can be defined as the average of employee hourly rate; in other words, females mean hourly rate is 2% lower than male employees.

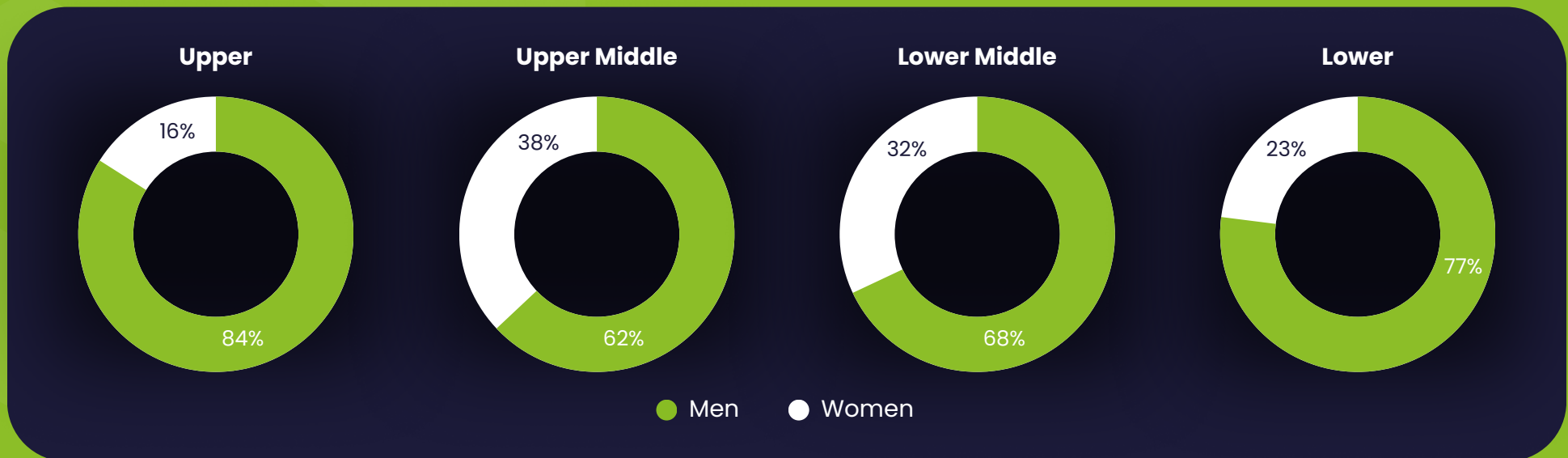
Our (median) pay gap also stands at 9%. The median can be defined as the middle number in a ranked list of hourly rates; in other words, females median hourly rate is 9% lower than male employees.



Our Findings

Pay Quartiles

Quartile bands split the workforce into four equal quarters by amount paid. Pay quarters give an indication of women's representation at different levels of the organisation. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.



Bonus Pay Gap

This highlights the split between men and women that received a bonus.



Our Plans to Close the Gap

As a well-established recruitment company and reputable employer, we believe that gender pay reporting is an incredibly important and positive move. If companies are transparent about pay and can identify the root causes of any pay gap, they can then look at ways of addressing their equality issues and work towards building a better business.

Although we're pleased with our current gender pay gap figures, and in spite of the limited control we have on pay rates dictated by our clients, we are taking steps to positively influence the gender pay gap across our business.





Closing the Pay Gap

We recognise the need to continue our efforts to close the gender gap and have put a range of measures in place to support this.

Looking forward we will:

Continue to promote the principles of equality, diversity and inclusion in all job adverts and recruitment practices, induction, employment, pay and benefits, training and career development (including promotions), terms and conditions of service and also when managing any grievance or disciplinary issues.

Build on our ED&I Action Plan. This focused, amongst other things, on developing an ED&I Resource Portal, deploying an annual communication programme to raise awareness around equality, diversity and inclusion in the workplace and providing regular and targeted training and learning to help our people grow and develop.

Commit to our senior leaders completing the APSCo Inclusive+ Recruiter ED&I training programme which will equip them with the knowledge, skills and behaviours to lead and recruit inclusively.

Cogent Staffing - Gender Pay Gap Report

Advertise across multiple platforms including social media, our website, job boards and alternative channels to reach potential candidates from all parts of the community.



Confirmation statement

I, on behalf of Cogent Staffing, confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sam Gaukroger
Managing Director