

COGENT SKILLS SERVICES LIMITED - GENDER PAY REPORTING 2017 - 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculation that show the difference between the average earnings of men and women in our organization; it will not involve publishing individual employees data.

We are required to publish the results on our website and a Government website. We will do this within one calendar year of 5th April 2018.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximized and rewarded

Hourly Rate

Women's hourly rate is:

7.7% Higher (Mean) 16.9% Higher (Median)

Pay quartiles

	Women	Men
Top Quartile	52.2%	47.8%
Upper Middle Quartile	47.8%	52.2%
Lower Middle Quartile	39.1%	60.9%
Lower Quartile	21.7%	78.3%



Bonus Pay

Women's Bonus pay

26.1% lower (Mean)	60% lower (Median)
-----------------------	-----------------------

Who received bonus pay

48.6% of Women	33.9% of Men
----------------	--------------

Notes:

Cogent Skills Services Ltd is a registered apprenticeship agency where we employ apprentices and placement workers across the whole of the UK. As such, the majority of our employees in the lower pay bands are apprentices and placement workers. The companies who host these apprentices and placement workers determine bonus payments and rates of hourly pay.

Gender Pay Reporting requires our organization to make calculations based on employee gender. We establish this by using our existing HR & payroll records. All employees can confirm and update their records if they choose by contacting Denise Bentley at denise.bentley@cogentskills.com

I can confirm that the information in this statement is accurate and the figures set out above have been calculated using the standard methodologies used in Gender Pay Gap Regulations 2017.



Karl Gorge
Financial Director

