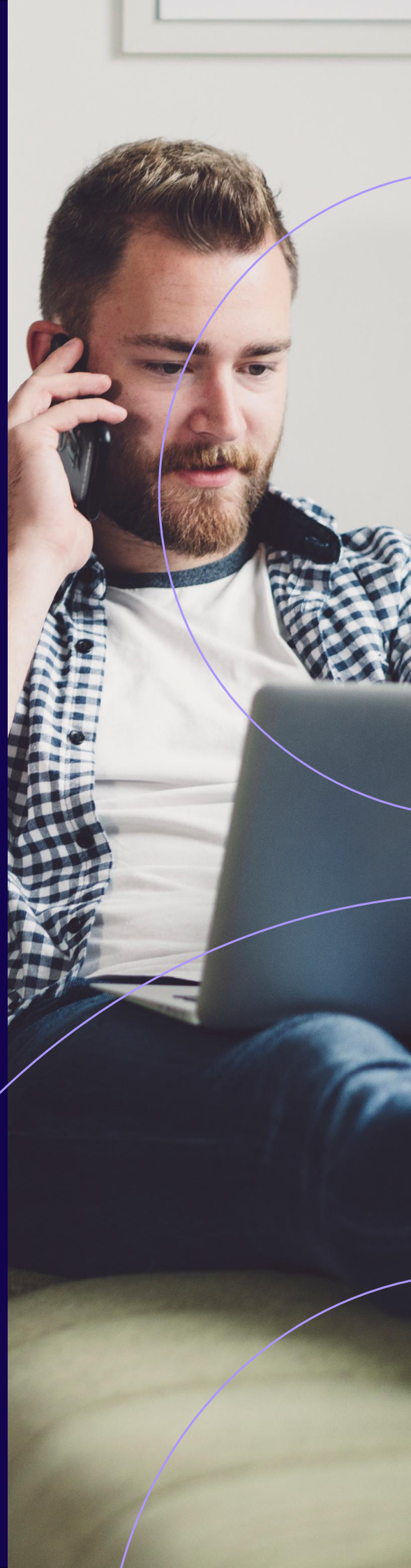


Cognus Limited

Gender Pay Gap Report,  
April 2026

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# Gender Pay



## Introduction

**Cognus Limited** is commissioned, and wholly owned, by London Borough of Sutton, to provide education services to mainstream schools and specialist education providers in Sutton. Cognus Limited deliver a wide range of 35 functions, from Admissions, to SEND and Therapies, to pursue excellence in education settings and improve the lives of children, young people, and families. Cognus Limited are committed to promoting equal access to education and maximise learning for every child, young person, parent/carer and professional. Further information at <https://www.cognus.org.uk/>.

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## Gender pay gap reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, set out the legal requirement for relevant employers to publish a gender pay gap report. These Regulations came into force on 06 April 2017. For private companies and voluntary sector organisations, the deadline for submitting the report is 04 April. A gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work, across an entire organisation. The gender pay gap can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

This report has been prepared using data provided by Cognus Limited. The accuracy and completeness of the analysis are dependent on the quality and scope of the data supplied. No independent verification of the underlying payroll or HR data has been undertaken. The findings and interpretations are based solely on the data set provided for the purposes of this analysis.

Certain individuals have been excluded from the analysis where they do not meet the definition of 'relevant employees. Relevant employees are all employees employed on your snapshot date, who either:

- have a contract of employment – including employees who are part-time, job-sharing, and on leave
- are self-employed, where they must perform the work themselves – that is, they are not permitted to subcontract any part of the work or employ their own staff to do it

## Gender pay gap metrics

The Regulations on gender pay gap reports require employers to report on the following six key metrics;

1. percentage of men and women in each hourly pay quarter,
2. mean (average) gender pay gap using hourly pay,
3. median gender pay gap using hourly pay,
4. percentage of men and women receiving bonus pay,

5. mean (average) gender pay gap using bonus pay, and
6. median gender pay gap using bonus pay.

Cognus Limited employees do not receive bonus pay. This report will, therefore, only cover points one to three above.

The gender pay gap report uses the hourly pay of full pay relevant employees. Full-pay relevant employees are all employees employed on the snapshot date who are either:

- paid their usual full basic pay, including paid leave, or paid for piecework during the pay period in which your snapshot date falls
- paid less than their usual basic pay or piecework rate, but not because of leave (for example, because they have irregular working hours).

On the snapshot date of 05 April 2025 there were 237 people employed within Cognus Limited; 11% (27) men and 89% (210) women.

### Gender pay gap results

Percentage of men and women in each hourly pay quarter with corresponding pay ranges.

Quarters	Pay Range (hourly pay)	Total Number of Employees Per quarter	Total Number of Men Per quarter	% of Men	Total Number of Women Per quarter	% of Women
Upper hourly pay quarter	£30.76 - £75.15	59	9	15%	50	85%
Upper middle hourly pay quarter	£26.03 - £30.50	59	6	10%	53	90%
Lower middle hourly pay quarter	£21.31 - £25.88	59	6	10%	53	90%
Lower hourly pay quarter	£13.71 - £21.31	58	5	9%	53	91%
<b>Total</b>		<b>235</b>	<b>26</b>	<b>11.1%</b>	<b>209</b>	<b>88.9%</b>

The organisation's pay quartile distribution shows a predominantly female workforce across all pay levels. Women represent the majority in each quartile, accounting for 85% of employees in the upper hourly pay quartile and 90% in the upper middle, lower middle, and 91% in the lower hourly pay quartile. Men make up a smaller proportion of employees in every quartile, ranging from 9% to 15%. The relatively consistent gender split across all pay quartiles indicates that there is no significant concentration of men in higher-paid roles compared to women. Overall, the data suggests that the gender composition of the workforce is broadly uniform across pay levels.

### The mean (average) gender pay gap in hourly pay

The mean, commonly known as the average, hourly rates of pay within Cognus Limited for women and men, as of 05 April 2025 were;

	Women	Men	All employees
Mean (average)	£27.30	£27.59	£27.18
Number of employees	209	26	235

The mean gender pay gap is calculated by adding up the pay of all the men and dividing the figure by the total number of men employed (26). The same is done for the total number of women employed (209).

The mean gender pay gap is the difference between the mean of men's pay and the mean of women's pay. The mean gender pay gap for hourly pay within Cognus Limited in 2025 is 1%.

This means that using the mean (average) hourly pay figure, women in Cognus Limited are paid 1% less than men.

### The median gender pay gap in hourly pay

The median is the figure that falls in the middle of a range when the pay of all men employed is lined up from the lowest to the highest salary. The same is done for all women employed.

The median hourly rates of pay within Cognus Limited for women and men, as of 01 April 2025 were;

	Women	Men	all employees
Median	£25.88	£26.19	£26.03

The median gender pay gap is the difference between the employee in the middle of the range of men's wages and the middle employee in the range of women's wages.

As of 01 April 2025 within Cognus Limited the median gender pay gap is 1.2%.

This means that using the median, women in Cognus Limited are paid 1.2% less than men.

### The National Picture

Among all employees, the median gender pay gap decreased to 12.8% in April 2025, down from 13.1% in April 2024<sup>1</sup>. This compares to 14.2% in 2023, 15.1% in 2021 and 17.4% in 2019. The mean gender pay gap figure was not available.

### What do these figures mean?

The workforce remains predominantly female, with 209 women (88.9%) and 26 men (11.1%) out of 235 employees. This equates to approximately 8 women for every 1 man. Women continue to make up the majority across all four pay quarters.

<sup>1</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

The upper pay quarter (£30.76 – £75.15) has the highest proportion of men at 15%, while women represent 85%. In the other pay quarters, male representation ranges from 9% to 10%, with women consistently representing 90% or more. This indicates that, although men are a small minority overall, they are slightly more concentrated in the highest pay bracket.

In terms of earnings, the mean (average) hourly pay is £27.30 for women and £27.59 for men. This results in a mean gender pay gap of £0.29, or 1.0%, meaning that women earn approximately 1.0% less than men on average.

Looking at the median, women earn £25.88 compared to £26.19 for men. This produces a median gender pay gap of £0.31, or 1.2%, indicating that men also earn slightly more at the midpoint of earnings.

### Understanding the figures

- The workforce remains predominantly female at all levels, with women making up 88.9% of employees.
- Both the mean (1.0%) and median (1.2%) gender pay gaps are small and aligned, indicating that men earn slightly more than women on both average and midpoint measures.
- Cognus Limited's median gender pay gap (1.2%) is lower than the national average of 12.8% (April 2025), indicating a much more balanced pay distribution between men and women than the UK overall.

The close alignment between the mean and median suggests that pay differences are consistent across the organisation, with no significant outliers or extreme salaries distorting the results.

- Men are slightly more represented in the highest pay quarter (15%) compared to other quarters (9 - 10%), indicating a modest concentration in higher-paid roles which may contribute to the small pay gap.
- Women are consistently and strongly represented across all pay quartiles, including the upper quartile, demonstrating that they are not concentrated in lower-paid roles.

The small size of the gap suggests that overall pay differences between men and women are minimal and likely influenced by distribution across roles and levels, rather than widespread pay inequality within the same roles.

Given the relatively small number of male employees, even minor changes in individual roles, salaries, or workforce composition can have a noticeable impact on the reported percentages. This should be considered when interpreting changes over time.

Without further analysis by role, grade, tenure, or working pattern, it is not possible to fully determine the extent to which the gap is driven by structural factors versus differences in pay within comparable roles.

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