

## **Submission – Director, Coopers & Co**

Hi there

I'm the owner of Cooper & Co. and we employ 16 full time members of staff and a number of part-time / holiday cover / Saturday staff. We have a very big mix of both gender and nationalities.

Our pay scales are all based around skills / experience and responsibility, it is of no importance to us as to whether you are male or female. Currently the person with the greatest responsibility within our organisation is female and she is our highest paid employee. As far as we are concerned there is no gender issue, in a competitive market we want the best people and are willing to pay them a rate that is commensurate with their ability and responsibility.

Kind Regards

David Warr  
Director  
Cooper & Co.