

Gender Pay Gap Report 2018

The Heart of England Co-operative Society

The Heart of England Co-operative Society is a Regional retailer with a trading area covering Coventry, Warwickshire, South Leicestershire and Northamptonshire. We currently employ around 700 employees across the Society's Head Office, 33 Food Stores and 13 Funeral Homes.

The Society has a fair and ethical approach to pay and benefits. We pay all new starters at the adult rate of pay and provide sick and holiday pay. There is also a Defined Contribution Pensions Scheme that exceeds the statutory requirements.

Our Society Results

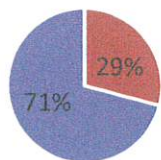
Difference between Men and Women

	Mean	Median
Average Pay	16.83%	5.45%
Bonus	33.86%	37.96%

At 5.45% the Society Median pay gap compares positively to the April 2018 average figure for the UK of 17.9%. The Society however are continuously committed to reducing the gap.

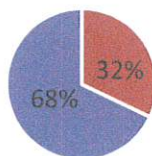
Our analysis as shown below shows that our Society pay gap is driven by the structure of the current workforce.

The Society has agreed pay structures in place for all employees which are reviewed usually on a yearly basis in conjunction with the recognised Trade Unions.



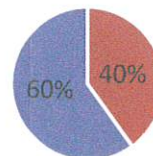
■ Male 47 ■ Female 114

Lowest Quartile Band A



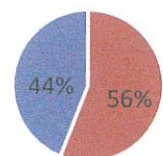
■ Male 51 ■ Female 110

Lower Mid Quartile- Band B



■ Male 64 ■ Female 97

Upper Mid Quartile - Band C

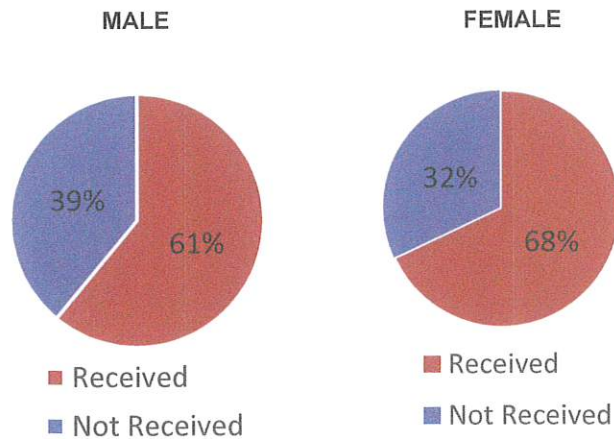


■ Male 90 ■ Female 71

Highest Quartile - Band D

Bonus Scheme

The Society operates a voucher based bonus scheme which is gender neutral. The scheme works to the same set criteria for both men and women. It is based on a pre-determined level of profit the Society has to achieve in its financial year. This has been consistently applied to all eligible employees since the inception of the bonus scheme in 1996.



Our Plan of Action

The Society does not have an equal pay issue. What is needed to be achieved is undertaking activity to reduce the pay gap. An analysis of the shape of our current staff structure will provide more data on what could be done to encourage more women into senior management and operational roles across the two Trading Divisions. The Society will continuously strive to identify emerging talent through our performance review process focusing on employee development, upskilling and robust succession planning. We will also utilise our training offering to grow and strengthen our core team. We will endeavor to continuously develop individuals through our Trainee Management development programme to fulfil key roles in the future.

Our Commitment

To build further on the skills of our existing workforce and attract external candidates who have the expertise and talent to enhance the current Heart of England culture, to assist the Society in becoming more successful in this highly competitive trading environment. Gender Pay Gap reduction activity will be a substantial and ongoing part of this, as a standard bearer with our local Co-operative community.

Clive Miles
President

Date: 26-3-2019