

## **Gender Pay Gap Report for 2021**

This report sets out the gender pay gap statistics for the Heart of England Co-operative Society in relation to the reporting year of 2021.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Heart of England Co-operative Society is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Society context**

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 762 employees across the Society's Head Office, 36 Food Stores and 16 Funeral Homes.

The Society has a fair and ethical approach to pay and benefits. We pay all new starters above the National minimum wage for over 25's regardless of age or gender. We provide sick and holiday pay.

## **Our Society Results**

### **Gender pay gap**

#### **Mean gender pay gap**

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **14.72%**.

#### **Median gender pay gap**

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **0.00%**.

The society has a median gender pay gap of 0% which is the same as our 2020 report and compares positively against the National median gender pay gap of 16.5%.

Our analysis has shown that our Society mean pay gap is driven by the structure of the current workforce. The Society continuously strives to close any remaining gap.

The Society has agreed pay structures in place for all employees, which is reviewed annually in conjunction with the recognised Trade Union.

### **Gender bonus gap**

#### **Mean gender bonus gap**

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is **55.65%**.

#### **Median gender bonus gap**

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **25.41%**.

### **Bonus pay**

The Society operates both a cash and voucher-based bonus scheme which is gender neutral. The scheme works to set criteria which is equal for both male and female employees. The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:

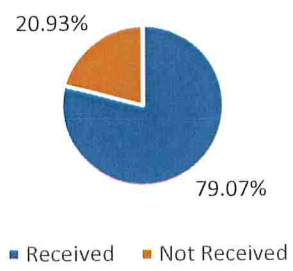
Male employees: **82.23%**

Female employees: **79.07%**

### Bonus - Males



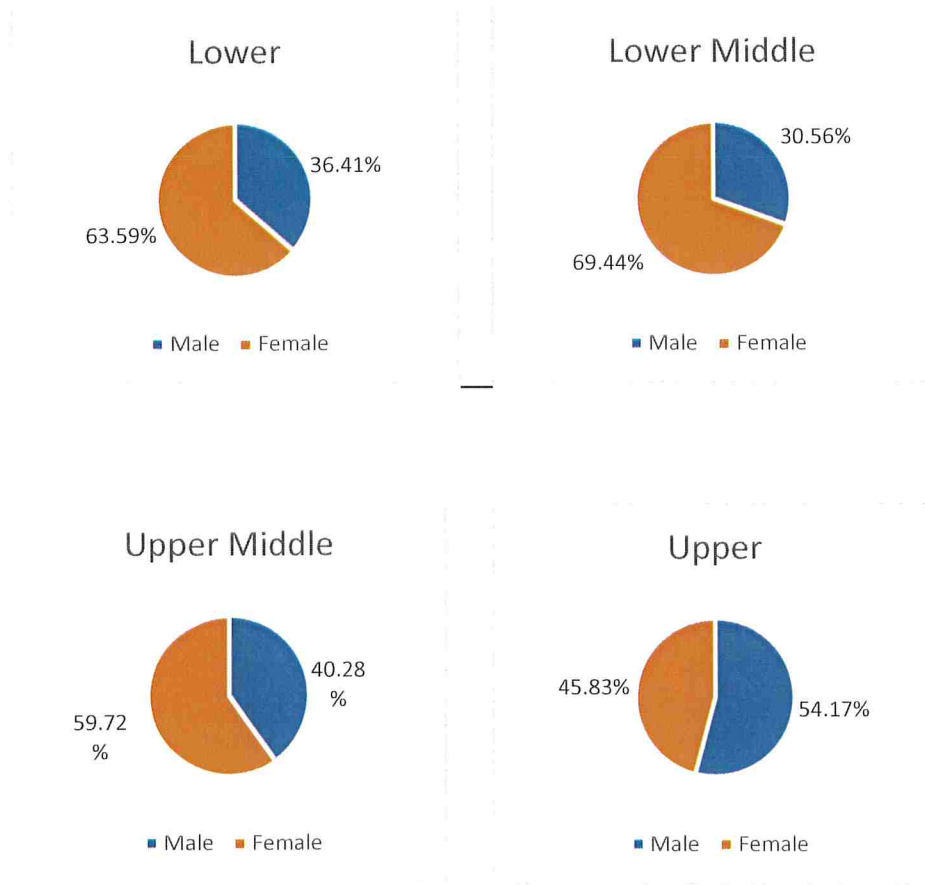
### Bonus - Females



**Salary pay quartiles**

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
<b>Male</b>	79	36.41%	66	30.56%	87	40.28%	117	54.17%
<b>Female</b>	138	63.59%	150	69.44%	129	59.72%	99	45.83%



**Our action plan**

The Society pays equally for both Male and Female employees. We are committed as a Society to reducing, and subsequently closing, any identified gender pay gap disparity. We will continue to encourage more Women into senior management and operational roles across the trading divisions.

The society will continue to identify emerging talent through our performance review process, with a focus on development, upskilling and robust succession planning. We will also endeavour to continuously develop individuals through our training offering and management training programme.

## Our commitment

We are committed to building further on the skills of our existing workforce and attracting external candidates who have the expertise to enhance the Heart of England culture. Assisting the Society in becoming more successful in this highly competitive environment. Gender pay gap reduction activity will be on-going and continuously monitored as part of this, as a standard bearer with our local Co-operative community.

Clive Miles  
President  
29<sup>th</sup> March 2022

