

Gender Pay Gap Report for 2022

This report sets out the gender pay gap statistics for the Heart of England Co-operative Society in relation to the reporting year of 2022.

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 752 employees across the Society's Support Centre, 37 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 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 **10.80%**. This is a reduction from the 2021 report.

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 **4.17%**.

The society has a median gender pay gap of 4.17% which despite being an increase from the 2021 report, compares positively against the National median gender pay gap of 14.90%.

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 **48.18%**.

Median gender bonus gap

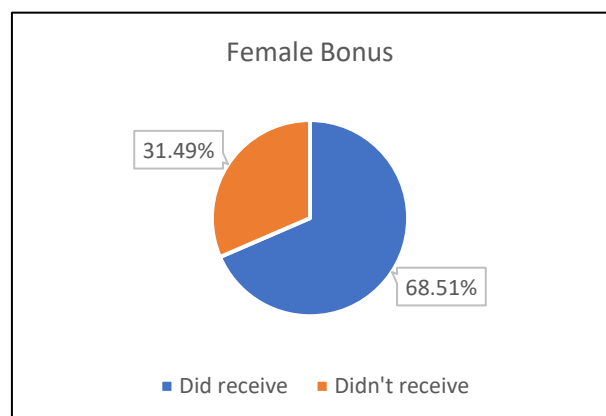
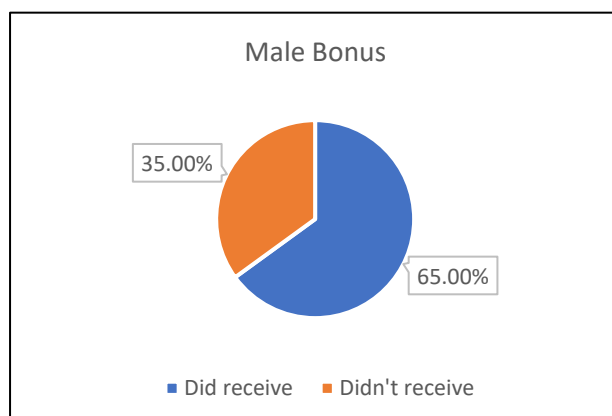
Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **33.90%**.

Bonus pay

The Society operates a hybrid voucher and cash-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: **65.00%**

Female employees: **68.51 %**

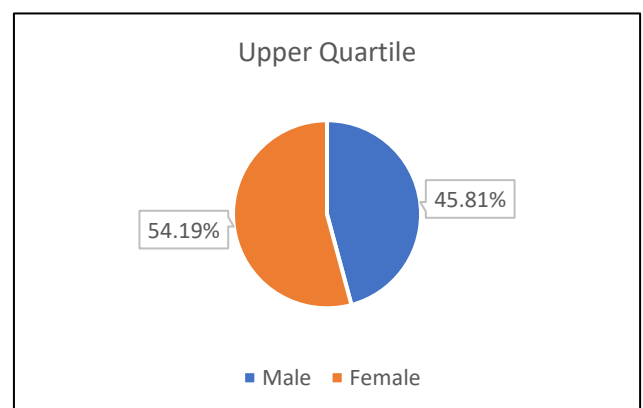
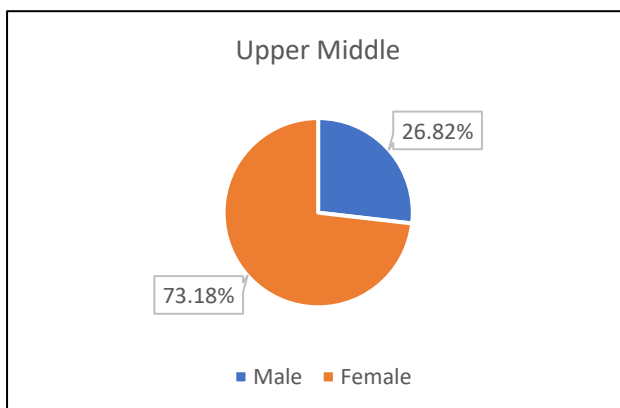
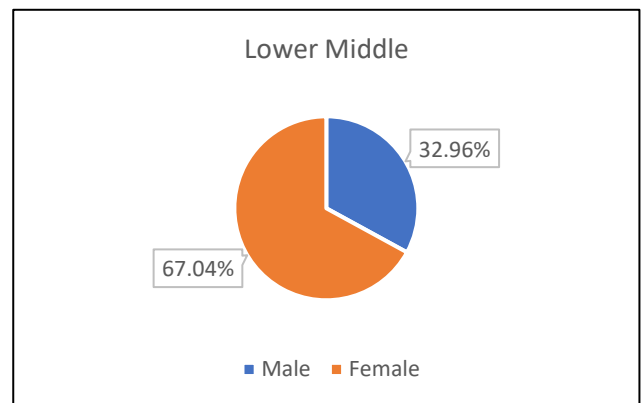
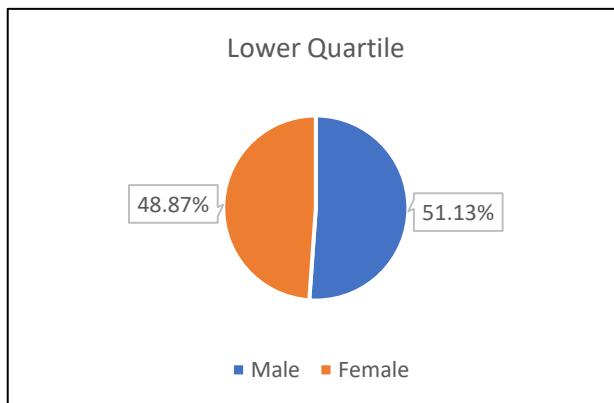


The number of colleagues who received bonus in 2021 was smaller than previous years largely due to the criteria that means colleagues need to work with the Society 6 months to qualify. Due to the Covid-19 pandemic, many colleagues had recently started with us and therefore did not qualify.

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	%
Male	91	51.13	59	32.96	48	26.82	82	45.81
Female	87	48.87	120	67.04	131	73.18	97	54.19



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. This commitment has seen an improvement from the 2021 report in that the mean gender pay gap figure has reduced from 14.72% to 10.8%.

We will continue to encourage more Women into senior management and operational roles across the trading divisions and our efforts over the last year are evidenced by there now being a greater percentage of women in the upper earnings quartile for the Society than men.

The society will continue to identify emerging talent through our performance review process of which we have reviewed and revised this year. We continue our focus on development, upskilling and robust succession planning ensuring that every colleague knows what development and career opportunities are open to them and how we as their employer can assist them to achieve their goals regardless of gender.

Our commitment

We are committed to building further on the skills of our existing workforce and attracting external candidates who have the expertise and common ethical values to enhance the Heart of England Co-operative's culture of collaboration, inclusivity, and recognition. We recognise that diversity will assist 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.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

A handwritten signature in black ink, appearing to read 'Clive Miles', is written over a light yellow rectangular background.

Clive Miles
President
21st March 2023