

Gender Pay Gap Report for 2023

This report sets out the gender pay gap statistics for the Heart of England Co-operative Society in relation to the reporting year of 2023.

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 720 employees across the Society's Support Centre, 37 Food Stores, 2 Coffee Shops, 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

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 **13.24%**. This is an increase of 2.44% from last year's report however lower than the UK's national average of 14.3%.

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 **11.89%**.

The society has a median gender pay gap of 11.89% which despite being an increase from the 2022 report, compares positively against the National median gender pay gap of 14.3%.

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 **15.60%**, a big reduction from the 2022 report figure of 48.18%.

Median gender bonus gap

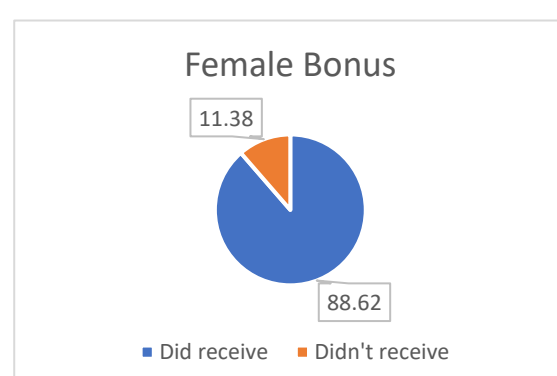
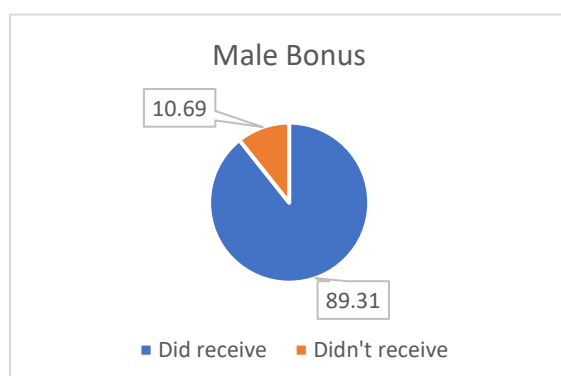
Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **20%**, another big reduction from the 2022 figure of 33.90%.

Bonus pay

In 2023 the Society agreed to pay a colleague discount card top-up to all eligible employees. 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: **89.31%**

Female employees: **88.62%**

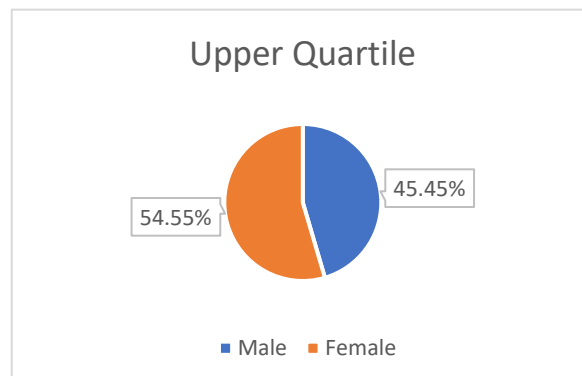
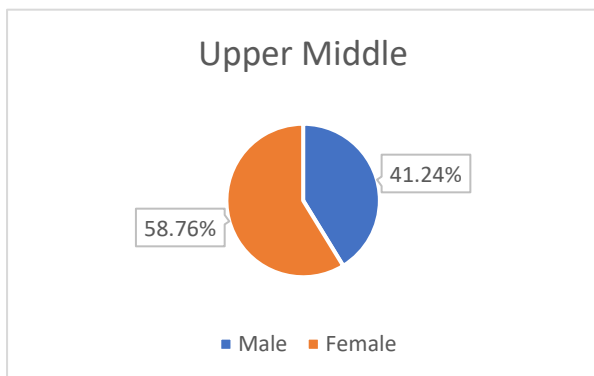
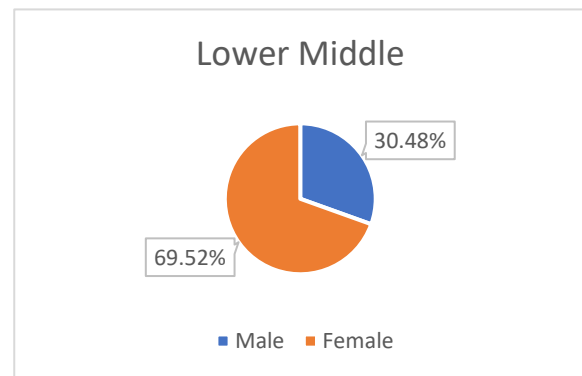
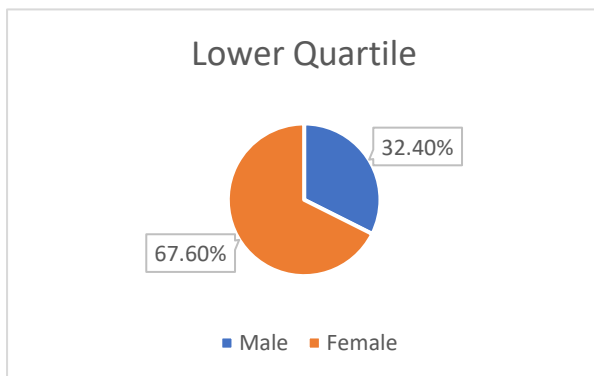


The number of employees who received bonus in 2023 increased significantly due to new criteria that meant employees did not need to work for the Society for 6 months before qualifying for it.

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	58	32.4	54	30.51	73	41.24	80	45.45
Female	121	67.6	134	69.59	104	58.76	96	54.55



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 is illustrated by the increased percentage of female employees in the upper quartile of 0.36% with female employees consistently occupying more of that quartile than male.

We will continue to encourage more Women into senior management and operational roles across the trading divisions. The number of women in the lower quartiles can be explained by the flexible hours and shifts offered to employees who want to fit work around their personal lives.

The society will continue to identify emerging talent through our performance review process and ensure that female and male employees are afforded the same opportunities for development. 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.

Signed:



C. E. Miles
Joint President



N. J. Matthews
Joint President

Date of statement: 26th March 2024

