

CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

Gender Pay Gap Report 2017

Chelmsford Star Co-operative Society Ltd is an independent retail co-operative operating within Essex. We employ over 900 colleagues to service our trading businesses, including food, non food retail, funeral services and travel agencies.

As a co-operative, the Society adheres to the International Co-operative Alliance values & principles, which include equality, equity, openness and transparency. As a Society, we believe that individuals should be treated equally, regardless of age, sex or ethnic origin.

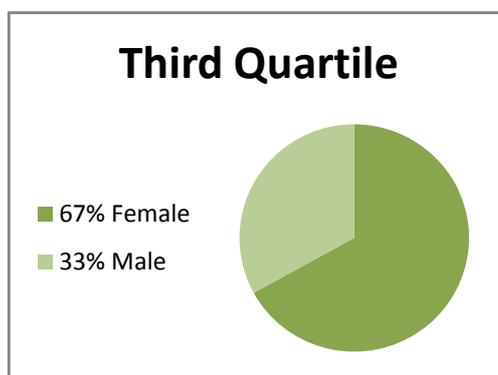
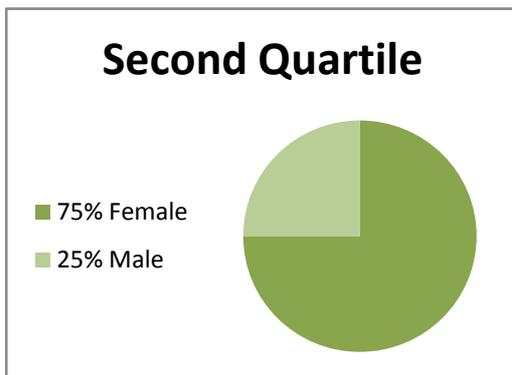
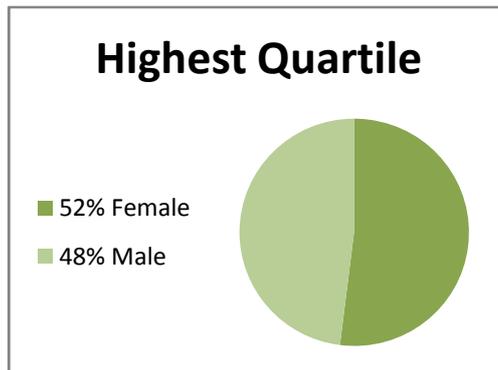
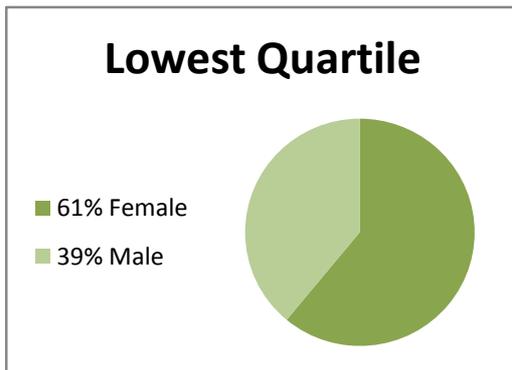
As at 5th April 2017

Variance between Male & Female Colleagues

	Mean	Median
Average Pay	13.7%	0.0%

The figures demonstrate that the Society has a low pay differential between male and female colleagues, with the median result, i.e. the typical situation reflecting a zero pay gap differential.

Hourly Rate

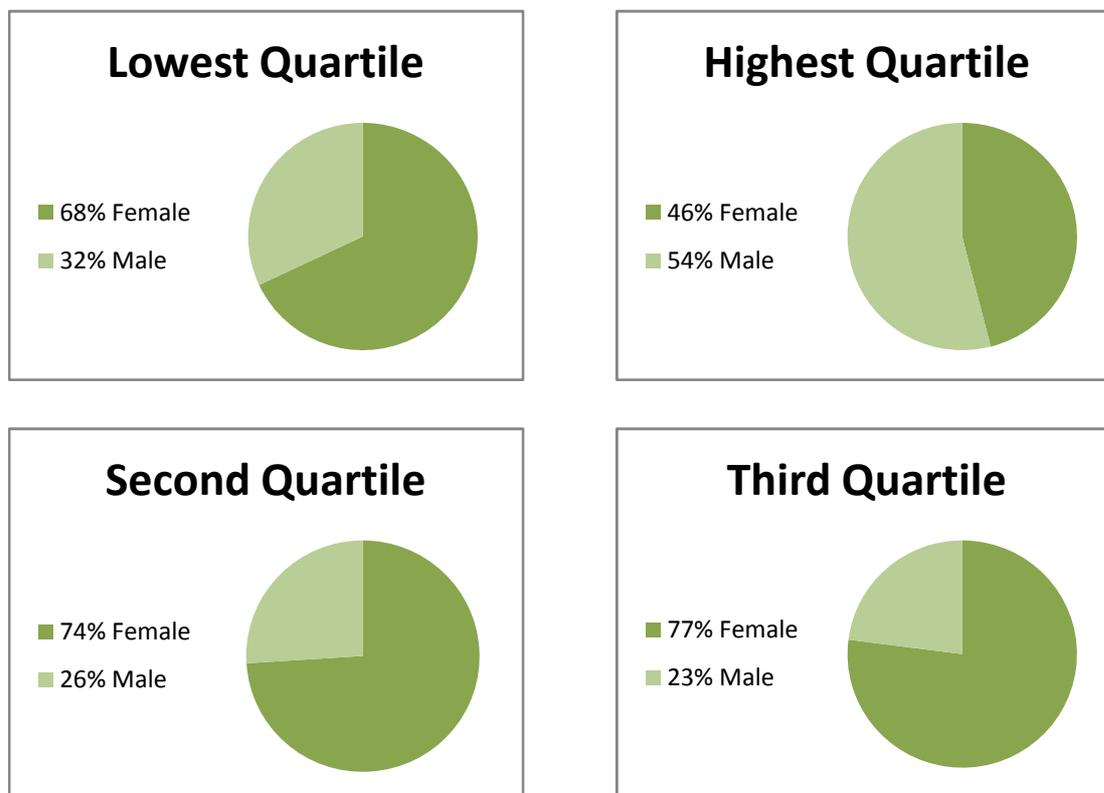


Of total colleagues 64% are female. Traditionally, the retail industry offers flexible working hours, which tends to attract more females who tend to have other unpaid family responsibilities.

	Mean	Median
Average Bonus	70.3%	38.5%

The Society rewards colleagues in numerous ways, whether this is relevant to financial performance, commission based, long service recognition, or a general colleague bonus; these are rewarded based on criteria being achieved.

Bonus Payment



Of total colleagues 57% received a bonus during the year. Of total females, 59% received a bonus compared to 53% of male colleagues.

The Society management and leadership team is represented by 50% females on the Board and Management Executive team, and collectively is committed to ensuring colleagues are treated equally. Our plan of action includes;

- Review the profile of our workforce and identify actions that could be taken to encourage more women into store management roles.
- Consider how job adverts are written and implement ways to gender neutralise roles.
- Continue the Society's succession planning programme, identifying talent and providing development plans and training across the Society.

The Society is keen to demonstrate the application of our founding Values & Principles and will continue to review measures to ensure all colleagues are treated equally.

Susan Sullivan
PRESIDENT
Date: 9th November 2017