

CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

Gender Pay Gap Report 2019

Chelmsford Star Co-operative Society Ltd is an independent retail co-operative operating within Essex. We employ over 850 colleagues to service our trading businesses, including food retail, 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 2019

Variance between Male & Female Colleagues

	Mean	Median
Average Pay	13.1%	0.0%

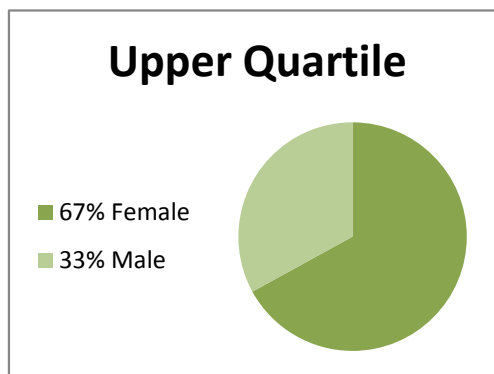
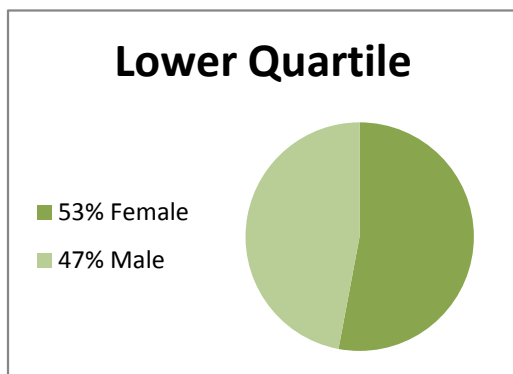
The figures demonstrate that the Society has a low pay differential between male and female colleagues, with the median result, i.e. the typical situation reflecting a zero pay gap differential. These have both improved on last year's results.

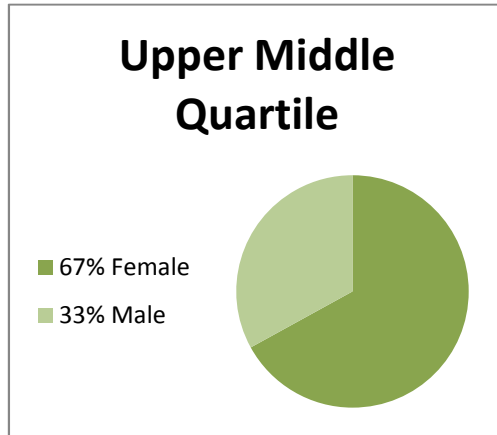
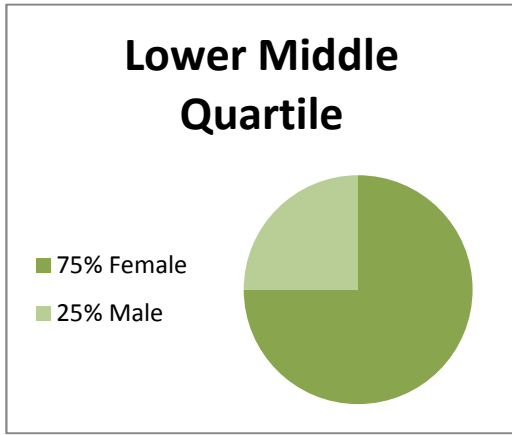
Of total colleagues 65% are female. Traditionally, the retail industry offers flexible working hours, which tends to attract more females who tend to have other unpaid family responsibilities.

	Mean	Median
Average Bonus	45.6%	(39.6%)

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.

Pay Quartiles





Of total colleagues 13% received a bonus reward during the year. Of total females, 15% received a bonus compared to 10% of male colleagues.

Currently, the Society's management and leadership team is represented by 47% females and collectively is committed to ensuring colleagues are treated equally.

We have policies in place for equal opportunity and diversity. These are reviewed to ensure they remain fit for purpose.

We continue to develop, train and nurture our colleagues through both internal training and external development provided by the Apprenticeship Levy.

The Society has a policy to pay colleagues fairly for the job. 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.

P R Dodd

Pauline Dodd
 PRESIDENT
 Date: 27th February 2020