

CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

Gender Pay Gap Report 2020

Chelmsford Star Co-operative Society Ltd is an independent retail co-operative operating within Essex. We employ over 800 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 2020

Variance between Male & Female Colleagues

	Mean	Median
Average Pay	11.3%	0.0%

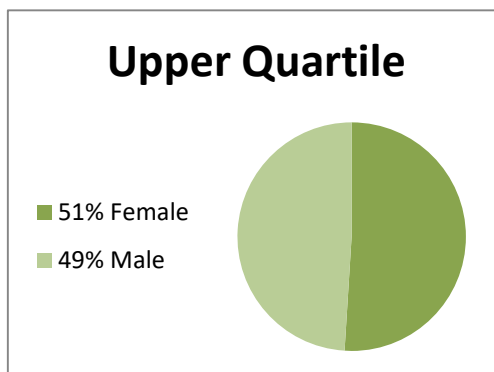
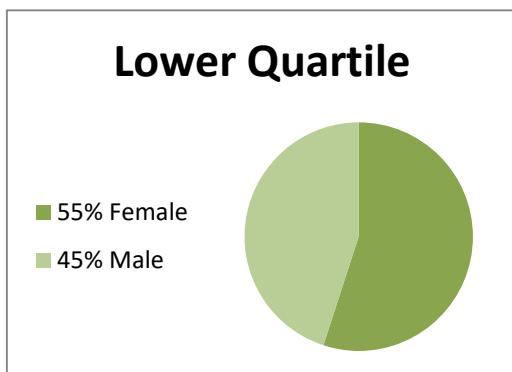
The figures demonstrate that the Society continues to have a low pay differential between male and female colleagues, with the median result, i.e. the typical situation reflecting a zero pay gap differential. The Median rate has maintained, whilst the Mean rate has declined over the past three years.

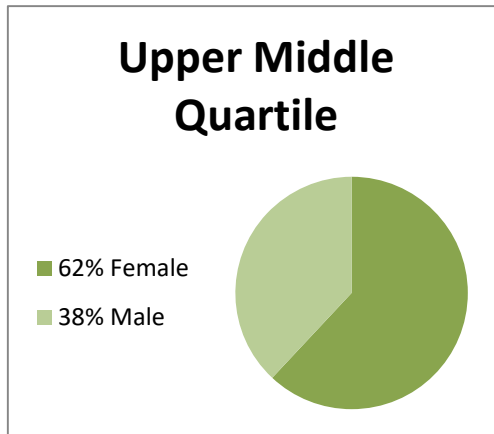
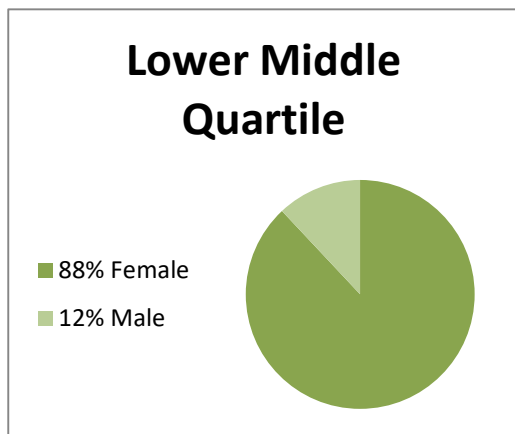
Of total colleagues 64% are female. Traditionally, the retail industry offers flexible working hours, which tends to attract more females who tend to have other unpaid family responsibilities.

	Mean	Median
Average Bonus	24.0%	0.0%

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 set criteria being achieved. The pay gap for the average bonus has reduced this year.

Pay Quartiles





Of total colleagues 11% received a bonus reward during the year. Of total females, 13% received a bonus compared to 8% of male colleagues.

Currently, the Society's Board and management leadership team is represented by 44% 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. 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: 4th March 2021