

# CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

## Gender Pay Gap Report 2021

Chelmsford Star Co-operative Society Ltd is an independent retail co-operative operating within Essex. We employ just under 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.

During the snapshot date, the Society was utilising the Government's Furlough scheme, for colleagues in Department Stores and Travel where non-essential retail was impacted by lockdowns. Only full-pay relevant employees are included within the average pay analysis, therefore colleagues on furlough as at the 5<sup>th</sup> April 2021 have been excluded.

***As at 5<sup>th</sup> April 2021***

### Variance between Male & Female Colleagues

	<b>Mean</b>	<b>Median</b>
Average Pay	9.8%	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.

Colleagues gender for the report purposes is determined as the gender identified at birth, unless the Society has been notified otherwise. The Society understand that sex is more complex than simply 'male' or 'female', and there are many people who do not fit into these binary categories.

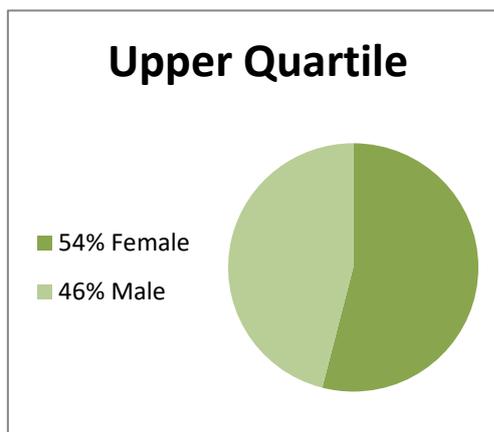
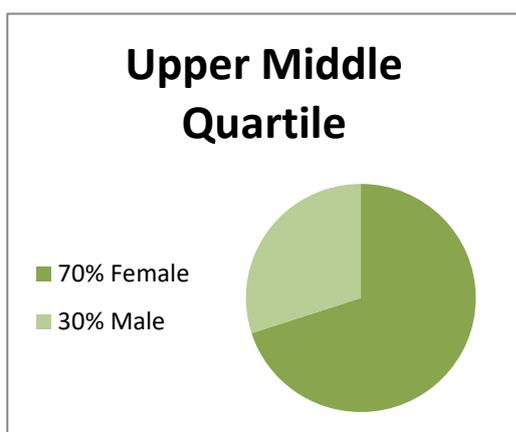
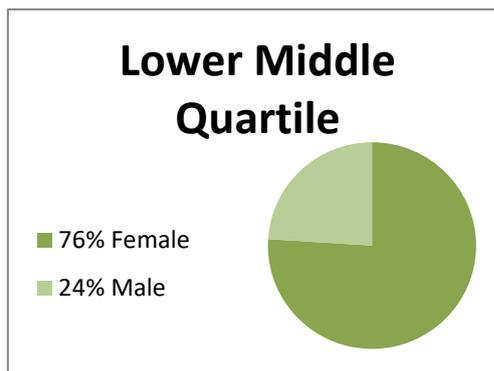
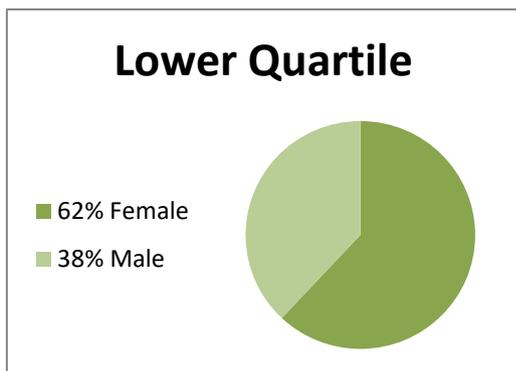
Of total colleagues 65% are female. Traditionally, the retail industry offers flexible working hours, which tends to attract more females who tend to have other unpaid family responsibilities.

	<b>Mean</b>	<b>Median</b>
Average Bonus	21.8%	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. During the year, our retail colleagues who continued to work throughout the pandemic, whilst the country were encouraged to work from home, received two bonus payments, one during the peak of the pandemic, and a supplementary bonus at year end.

The pay gap for the average bonus has reduced further this year.

## Pay Quartiles



Of total colleagues 64% received a bonus reward during the year. Of total females, 64% received a bonus compared to 63% of male colleagues.

Currently, the Society's Board and management leadership team is represented by 50% 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.

Judy Saunders  
PRESIDENT  
Date: 9<sup>th</sup> December 2021