

CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

Gender Pay Gap Report 2023

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.

As at 5th April 2023

Variance between Male & Female Colleagues

	Mean	Median
Average Pay	7.7%	-0.3%

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 shifted slightly in favour of female colleagues, whilst the Mean rate has declined over the past five years.

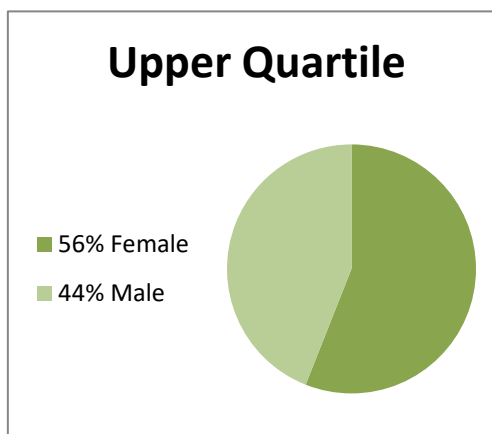
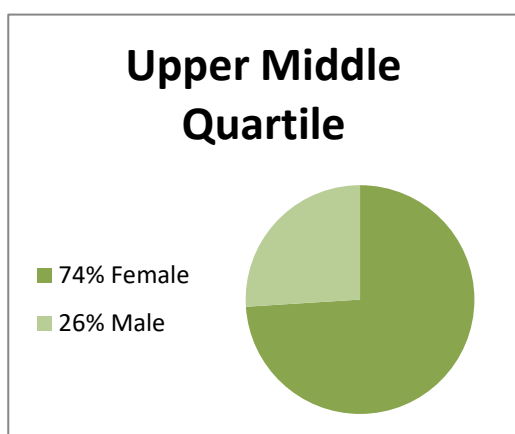
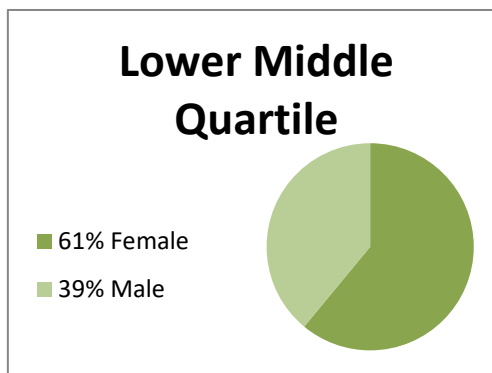
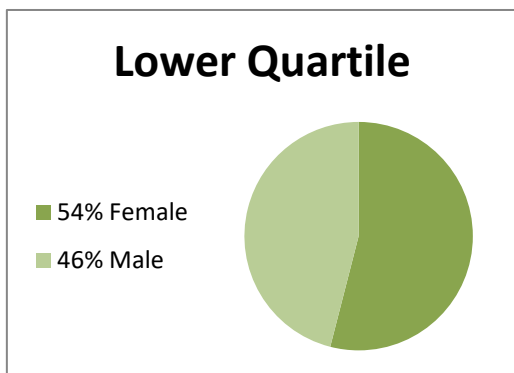
Colleagues' gender for the report purposes is determined as the gender identified at birth, unless the Society has been notified otherwise. The Society understands that sex is more complex than simply 'male' or 'female', and there are many people who do not fit into these binary categories.

Of total colleagues 61% 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	37.6%	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.

Pay Quartiles



Of total colleagues, 65% received a bonus reward during the year. Of total females, 70% received a bonus compared to 56% of male colleagues.

The Society's Board is represented by 22% females whereas the management leadership team is represented by 50% females and are collectively 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.

Anthony Price
PRESIDENT
Date: 29 February 2024