

## Radstock Co-operative Society

### Gender Pay Gap

All private and public organisations with more than 250 colleagues are now required by law to publish an annual gender pay gap report. The Society has formulated this short report to comply with the regulations which shows the difference in average pay between men and women working for this Society.

The results have been calculated using data at the snapshot date of 5<sup>th</sup> April 2017.

#### Society Gender Split as at 5<sup>th</sup> April 2017



Men = 116

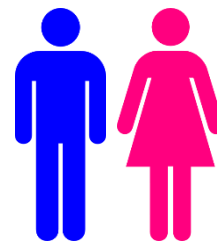


Women = 255

The mean gender pay gap for The Society is **15.8%**.



The median gender pay gap for The Society is **0%**.



The mean gender bonus gap for The Society is **-52.8%**.



The median gender bonus gap for The Society is **-30.5%**







The proportion of male employees in The Society receiving a bonus is **0.5%** and the proportion of female employees receiving a bonus is **1.3%**

### **Mean and Median Definition**

Mean - Total number of the numbers divided by how many numbers there are

Median - This is the middle value of a set of numbers

To understand the gender pay gap in more detail, we have divided the workforce into four equal sections based on their pay. These sections are called quartiles. **48.6%** of colleagues in our top pay quartile are women.

Pay quartiles by gender			
Band	Males	Females	Description
	51.4%	48.6%	Includes all employees whose standard hourly rate places them above the upper quartile
	20.8%	79.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	24.7%	75.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	27.4%	72.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile

### **What are the underlying causes of the Society's gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Society is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we monitor pay on an annual basis and conduct regular audits.

The Society is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Society and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisation), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the Society's workforce, where the majority of front-line customer facing colleagues within its stores are women. However, the proportion of females occupying management positions is fairly evenly distributed.

### How does the Society's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that the Society's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **17.4%**, while in the retail and wholesale sector it is **16.4%**. At **15.8%** the Society's mean gender pay gap is, therefore, lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is **18.4%**, while in the retail and wholesale sector it is **9.3%**. At **0%**, the Society's median gender pay gap is, therefore, significantly lower than both the whole economy and our sector.

Comparison with other Organisations			
	<b>The Society</b>	<b>2017 ONS ASHE whole sector</b>	<b>2017 ONS ASHE retail and wholesale sector</b>
Mean gender pay gap	15.8%	17.4%	16.4%
Median gender pay gap	0%	18.4%	9.3%

The mean gender bonus gap and the median gender bonus gap for the Society are relatively large in favour of women **-52.8%** and **-30.5%**. However, the components of pay used for the purposes of determining gender bonus gap relates to 'commission' which only a small number of colleagues received fairly modest amounts reflecting our existing policy of not paying bonuses.

The proportion of men at the Society who received a bonus (commission) in the 12 months up to 5 April 2017 was **1.7%**, while for women this was **2.0%**.

## What is the Society doing to address its gender pay gap?

While the Society's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the retail and wholesale sector, this is not a subject about which the Society is complacent, and it is committed to doing everything that it can to reduce the gap. However, the Society also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that the Society has taken to promote gender diversity in all areas of its workforce include the following:

### Policies and Processes – What we are doing

- Our values and principles includes a commitment to promoting equity, equality and openness
- Our recruitment policy states that selection will be on the basis of the skills and capabilities of job applicants in relation to the role requirements and will be free from discrimination on grounds of age, gender, sexual orientation, disability, race, religion or belief, marital, civil partnership or gender re-assignment status. We have a consistent approach to formulating job advertisements and use set interview questions.
- Our career planning and training and development policies stipulate that all colleagues can apply for promotional opportunities and that selection will be free from bias and assessment will be relative only to the skills and competences required for the role or development activity/programme.
- We conduct an annual pay audit to ensure pay rates are free from gender bias.
- We have family friendly policies which support colleagues with caring responsibilities.
- We conduct return-to-work interviews with colleagues returning from long-term sickness absence, maternity/paternity/adoption leave to ensure that they are not disadvantaged in any way as a consequence of their absence from the workplace.
- We conduct exit interviews and compile data analysis on the reasons for leaving the Society's employment.

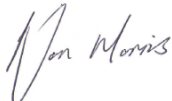
### Plans and Actions

- We shall be reviewing our recruitment documentation 2018 to remove wherever possible information with the aim of limiting any sub-conscious bias.
- We shall be reviewing our recruitment policy with particular emphasis on advertising arrangements with the intention of improving the diversity of job applicants.

Any further initiatives launched throughout the year will be reported on the Society's website.

I, **Don Morris, Chief Executive/Secretary**, confirm that the information in this statement is accurate.

Signed



Date: **March 2018**