

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 5th April 2018.

Society Gender Split as at 5th April 2018



Men = 157

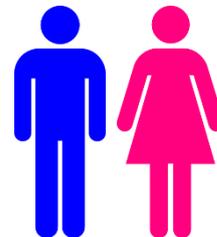


Women = 287

The mean gender pay gap for The Society is **9.8%**. This is 6% lower than the previous year of **15.8%**.



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



The mean gender bonus gap for The Society is **-85.0%**. This is -32.2% Lower than last year which was **-52.8%**



The median gender bonus gap for The Society is **-76.5% (compared to -30.5% last year)**.



The proportion of male employees in The Society receiving a bonus is **1.3%** and the proportion of female employees receiving a bonus is **1.4%**

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. **46.1%** of colleagues in our top pay quartile are women.

Pay quartiles by gender			
Band	Males	Females	Description
	53.9%	46.1%	Includes all employees whose standard hourly rate places them above the upper quartile
	44.2%	55.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	32.5%	67.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	19.5%	80.5%	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/pay rates 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 which command higher salaries are fairly evenly distributed.

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

A large proportion of organisations have a gender pay gap, and we are pleased to confirm 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 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **17.1%**, while in the retail and wholesale sector, it is **10.3%**. In the last year, there has been some narrowing of the gender pay gap both nationally and within our sector. The Society's gender pay gap statistics reflect this trend with the mean gender pay gap falling from 15.8% to **9.8%**, and is therefore, lower than both that for the whole economy and that for our particular sector.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is **17.9%** (18.4% in 2017), while in the retail and wholesale sector, it is **9.1%** (9.3%, 2017). 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			
	The Society	2018 ONS ASHE whole sector	2018 ONS ASHE retail and wholesale sector
Mean gender pay gap	9.8%	17.1%	17.6%
Median gender pay gap	0%	17.9%	9.1%

The mean gender bonus gap and the median gender bonus gap for the Society are relatively large in favour of women **-85.0%** and **-76.5%**. 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 2018 was **1.3%**, while for women this was **1.4%**.

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

Although 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, we are committed to making further improvements to reduce the gender pay 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 based on scenarios.
- 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 obtain feedback via Leavers Questionnaires. The data obtained is analysed to inform recruitment and retention strategies.

Plans and Actions

- We shall be reviewing our recruitment documentation 2019 to remove, wherever possible, information that has the potential to create sub-conscious bias.
- We shall be implementing an Equal Opportunities Policy and Procedure to underpin our 'Dignity at Work' policy.

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 2019**