



GENDER PAY GAP REPORT 2022/23

RADSTOCK CO-OPERATIVE SOCIETY

Don Morris, CEO

AN OVERVIEW

WHAT IS THE PURPOSE

This is our annual gender pay gap report for the snapshot date of 5th April 2022.

The report details the difference between the average earnings of men and women, expressed relative to men's earnings.

Where a gender pay gap is reported, it does not mean women are paid less than men for doing the same job., it does show that, on average men occupy higher-paying roles than women.



WHAT ARE THE REPORT MEASURES

The six measures used to produce this report are:

- Median gender pay gap; the difference between the middle point of hourly rate of pay of male & female full pay relevant employees
- Mean gender pay gap; the difference between the average rate of pay of male & female full pay relevant employees
- Median bonus gap: the difference between the middle point of bonus paid to male relevant employees versus that paid to female relevant employees
- Mean bonus gap; the difference between the average bonus pay gap paid to male relevant employees versus that paid to female relevant employees
- Bonus proportions: the proportion of male and female relevant employees who were paid a bonus during the relevant period
- Quartile pay bands; the proportions of male and female full-pay relevant employees in the four equal groups, lower, lower-middle, upper-middle, and upper pay bands.

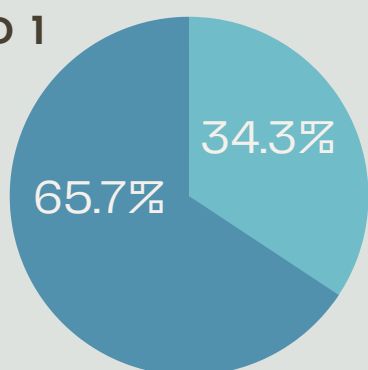
***Data snapshot
5th April 2022***

PAY QUARTILES BY GENDER

We can see that there is a higher female gender split in Band 1, 2 and 3. Band 3 have a mix of junior and middle level roles based in retail and head office. Band 4 are the highest earners, this is where we have seen an increase in the number of females, with the split, up by 4.2% from the 2021 report, which is encouraging.

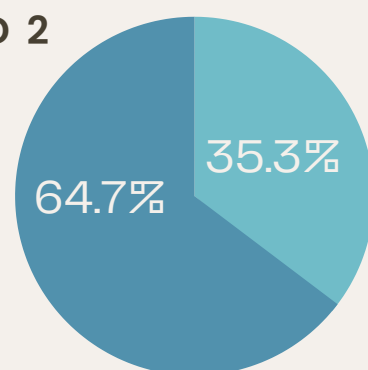
Below are bands 1-4 which show our workforce divided into four equal-sized groups, based on hourly pay rate. Males vs females are displayed in percentage terms.

BAND 1



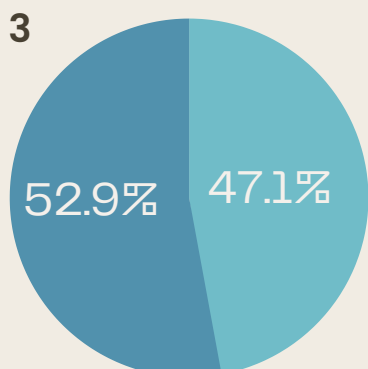
All employees whose standard hourly rate is within the lower quartile.

BAND 2



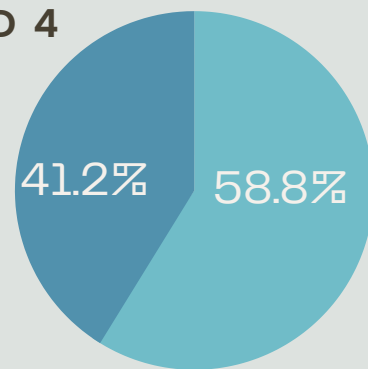
All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.

BAND 3



All employees whose standard hourly rate is more than the median, but the same or less than the upper quartile.

BAND 4



All employees whose standard hourly rate is within the upper quartile; Senior/Executive management roles



OUR DATA



MEDIAN GENDER PAY GAP

After taking the middle point of the female and male hourly rates of pay from the data snapshot of the 5th April 2022 the gender pay gap stands at 2.6% which is down 4.1% compared to last year.



MEAN GENDER PAY GAP

The mean gender pay gap, which is the average pay gap between males and females is 22.4% which is an increase of 1.1% on last year's data. For every £1 earned by males, females earn on average 77.6pence per hour.



MEDIAN GENDER BONUS GAP

We are pleased to confirm the median or middle point of the Society gender bonus pay gap stands at 0.00% meaning there is no difference. Females were paid exactly the same as males.



MEAN GENDER BONUS GAP

When comparing the average bonus paid between males and females there was no difference. Of the bonuses paid at the snapshot period both genders received equal pay.

When reviewing the data from the snapshot of 5th April 2022 we can see that the median gender pay gap has reduced in the last year from 6.7% down to 2.6%, with the mean gender pay gap at 22.4%. This does not mean women are paid less than men for doing the same job, it does show that, on average men occupy higher-paying roles than women.

Both the median and mean gender bonus gaps sit at 0.0% meaning that females have earned £1 for £1 the same as males when it comes to bonus pay. The proportion of males receiving a bonus were 1% with females receiving 1.3%.

Bonus Pay Gap
0%

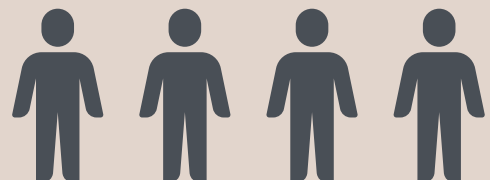
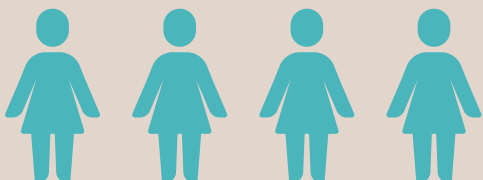
HOW DOES OUR GENDER PAY GAP COMPARE WITH THAT OF OTHERS?

Every year the Office for National Statistics (ONS) produces data related to the gender pay gap for the whole economy this data is produced through the Annual Survey of Hours and Earnings (ASHE) figures.

	Our Society	2022 ONS ASHE Whole Economy	2022 ONS ASHE Retail trade, except motor vehicles & motorcycles
Mean Gender Pay Gap	22.4%	14%	13.5%
Median Gender Pay Gap	2.6%	13.2%	8.5%

As a retailer we look to the figures contained in the ONS ASHE as a benchmark. However, as one of the smallest Food Convenience Co-operative retailers in the country we find that any statistical comparisons should be quantified before any assumptions are made.

The reason for this is because as a Society we know that over 60% of our colleagues included in this report are in Customer Service roles all of which have the same pay rate structure regardless of age, or gender profile. This extends to other retail roles such as Trainee/Supervisor and Trainee Manager roles. Pay differentials appear at managerial level, for example at this time managers in stores with the highest turnover are males, where the salary increases in bands according to the annual turnover. Furthermore, the senior managerial posts in the Head Office support functions are currently held by males. This is why we see an increase in the mean gender pay gap for hourly paid colleagues.



SUMMARY OF GENDER PAY GAP REPORT

As of the snapshot data for the Gender Pay Gap report 2022 there were 392 colleagues of those 255 were relevant and 137 were full pay relevant, the latter are used for the purpose of calculating this report.

The proportion of females to males in the Full Pay Relevant data is 56% and 44% respectively. The reason for the higher percentage of female colleagues is in part due to the sector the Society falls in, as a convenience food retailer our stores are open longer hours throughout the day which allows for various contracts over numerous work patterns, this flexibility attracts female workers. This increase in the percentage of female workers is the reason we are able to report a reduction on the median hourly rate of pay difference versus last year, down 4.1% to 2.6%.

Whilst we endeavour to encourage more females in roles within our Society the main reason the mean hourly rate of pay differential of 22.4% is due to the impact of the highest earning roles within the Society which are currently held by males. For every pound earned by males, females earn on average 77.6 pence.

We are pleased to report that when it came to paying bonuses, there was no difference in the mean and median, meaning there was equal bonus pay, £1 for £1 amongst males and females.

The Society does not ordinarily pay bonuses, this was due to the extraordinary commitment by Supervisors when the business was adversely impacted by external factors following the move out of Covid, for example the great resignation, which led to a change in peoples work life balance and job choices.

WHY DO WE HAVE A GENDER PAY GAP?

"This issue of parity is not a women's issue.

It's a societal issue that needs to be resolved by men and women,"

Stacey Allaster;
first woman to
become US Open
Tournament Director

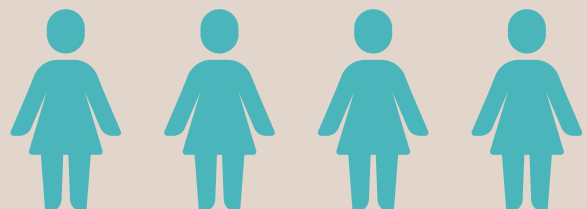
Legally, men and women must receive equal pay for:

- 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 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.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.



CLOSING THE GENDER PAY GAP

The Society remains committed to doing everything we can to reduce the gap which centres around the following areas of action.

Pay Transparency & Understanding



Continue with our internal progression plan to monitor the gender split and ensure a fair and equitable process.

Pay reviews are conducted annually and we have transparent conversations around how pay is calculated. In addition to this,

colleagues who work in the support areas of the Society shall continue to have their pay benchmarked against external comparable businesses whether that is other co-operatives or those in the geographical area.

Policies & Processes

We continue to keep recruitment under review to ensure that the personal information around a shortlisted candidate remains excluded from the process where possible to reduce unconscious bias.



We have an Equal Opportunities policy & procedure which underpins our Dignity at Work policy and our recruitment processes. We continue to analyse exit information to extract learnings that may indicate any gender based decisions to leave the Society.

Other Initiatives



We have guidelines for managers on supporting colleagues, before, during and after maternity and paternity. We are introducing part-time Supervisor positions to support females back into the workforce and progress their career in retail.

We will explore linking up with education establishments to explain career opportunities within the retail sector and to help dispel any myths and stereotypes. We shall look to continue the apprenticeships within our Farm.

A LONG TERM COMMITMENT

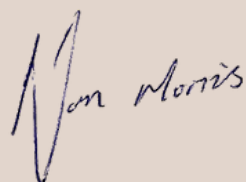
We are committed to closing the gender pay gap across our Society. We know that it will take a long time and there is no quick fix. We know that, by themselves, none of the initiatives we are taking today will eradicate the gender pay gap - but we do believe in the power of consistency and persistence.

We are committed to being a leader on gender pay equity and will continue to take steps that align with our values and principles.

We believe that transparency is one of the most powerful tools in tackling pay equity. By making data public, we hope to help drive change across the retail sector. We are proud to be a Co-operative business and we know that it is only through the collaboration and cooperation with other Society's that we will achieve lasting change.

We are committed to addressing the gender pay gap. We will continue to work hard towards this and every year. We believe that this is a journey and not a destination. We will continue to engage with our members to ensure we are taking the right steps in this direction.

We are committed to creating a workplace where diversity and inclusion are at the forefront of our culture. We believe that diversity and equality are a competitive advantage and we want to create a workplace where everyone can be themselves, feel comfortable, belong and be rewarded.



DON MORRIS
CEO

