

Gender Pay Gap Report

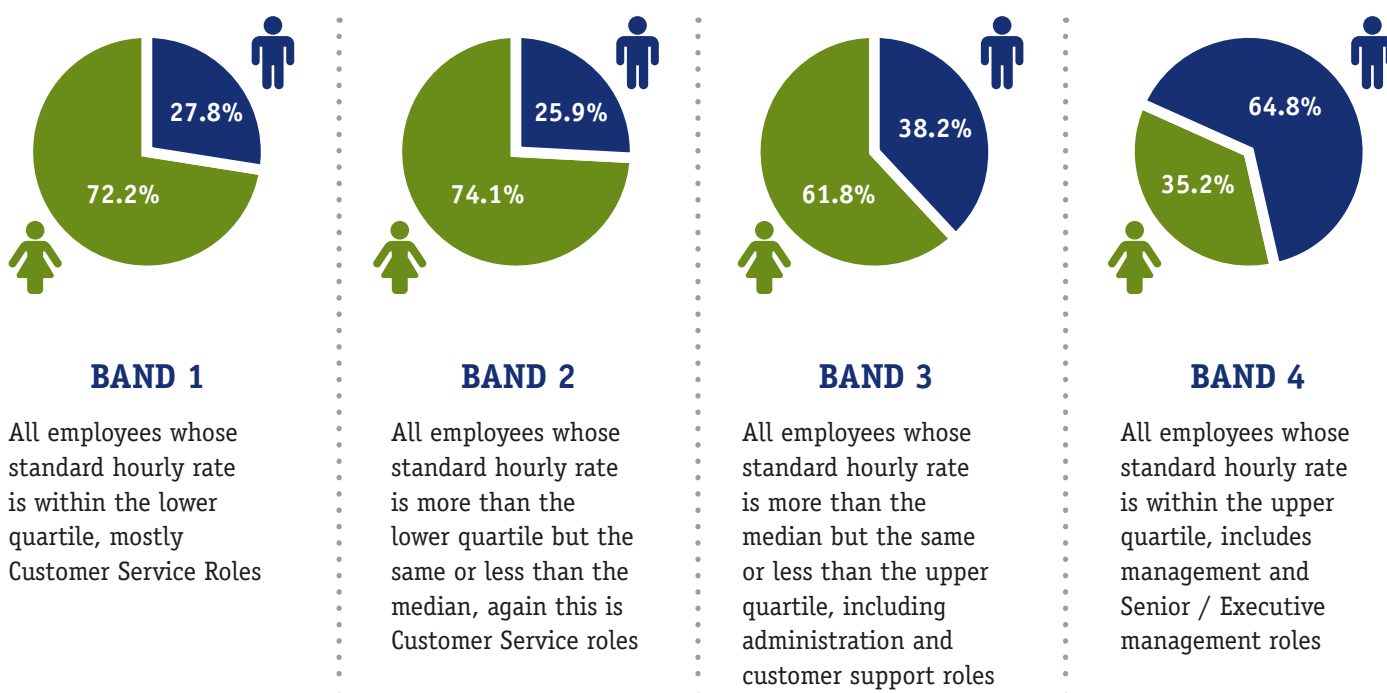
2020 EDITION

BY DON MORRIS, CEO & SECRETARY

Radstock Co-operative Society - gender pay gap data

Pay quartiles by gender

The charts below show our workforce divided into four equal-sized groups based on hourly pay rate. Band one includes the lowest-paid 25% of employees (the lower quartile) and band four covers the highest-paid 25% (the upper quartile).



A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

From this data you can see that the Society has a higher relation of female employees in Band one, two, and three it is not until band four, the highest quartile that the gender split changes in favour of males.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly 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. Due to the Society being categorised as a medium sized business the effect of the highest earners will impact significantly on the overall gender pay gap.

Gender pay gap reporting – an overview of requirements

Our 2020 Data at a glance:

MEDIAN GENDER PAY GAP



MEAN GENDER PAY GAP



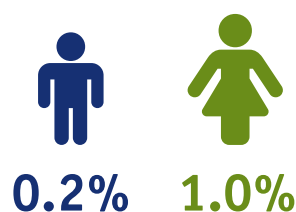
MEDIAN GENDER BONUS GAP



MEAN GENDER BONUS GAP



PROPORTION OF MALE AND FEMALE COLLEAGUES RECEIVING A BONUS



In the UK public, private, and voluntary sector organisations with 250 or more employees must report on their gender gaps annually. The reports detail 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, but it does show that, on average men occupy higher-paying roles than women.

This is our annual gender pay gap report for the snapshot date of 5 April 2020. The total number of the workforce as of the 5 April 2020 was apportioned as 162 males to 337 females.

The Society is required to report on six different measures, based on a snapshot of pay data on a date set by the Government Equalities Office:

Median gender pay gap: the difference between the median hourly rate of pay of male and female full pay relevant employees

Mean gender pay gap: the difference between the mean hourly rate of pay of male and female full pay relevant employees

Median bonus gap: the difference between the median bonus pay, paid to male relevant employees versus that paid to female relevant employees

Mean bonus gap: the difference between the mean 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 lower, lower-middle, upper-middle, and upper quartile pay bands.

When reviewing the report readers should be mindful that where there is a gap in the mean gender pay gap which is not reflected in the median gender pay gap that would indicate that the data set is skewed. For example, in our Society the higher concentrate of female employees falls within the first three quartiles, with some very high paid male employees that have skewed the differences in these two comparisons.



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

Radstock Co-operative Society - gender pay gap data

Our gender data explained

When comparing the mean hourly rate for every £1 earned by males, females earn 79pence. When comparing the median hourly rate for every £1 earned by males, females earn £1.

The reason for the significant difference when comparing the mean and median hourly rate of pay is due to the impact of the very highest paid earners in the Society, coupled with the fact in this quartile the proportion of males to females is 64.8% to 35.2% respectively. For example, our CEO is male and commands the highest salary in quartile 4 where there are already a higher proportion of males. With this included in the data it can be seen how the outputs can be skewed for an organisation of our size.

However, when taking the median comparisons of the workforce across the Society it is £1 for £1 aligned male to female which reinforces the equality of pay distribution in 75% of the workforce.

Our mean and median gender bonus gaps results are positive in favour of females, this is because the components of pay used for the purpose of determining gender bonus gap relates to "travel commission" which only a small number of colleagues receive.

Only six colleagues received a bonus in the 12 months up to 5 April 2020, five of those were female and one was male. This is because there were more females holding positions in the travel department which attract commission as part of the role.

The amounts of "travel commission" were modest monetary amounts which reflects our policy of not paying large bonuses to individual members of staff. Nonetheless we are pleased to report these findings.

Radstock Co-operative Society - gender pay gap comparisons

How does our gender pay gap compare with that of others?

The data below shows the mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures). Our Society is higher compared to the overall economy however as 64.8% of the top quartile is male this is what has significantly impacted on the mean gender pay gap. We are proud that the median gender pay gap is at 0%, with 70% of the workforce made up of females and in the first 3 quartiles of the data sets.

Table 2.

	OUR SOCIETY	2020 ONS ASHE whole economy	2020 ONS ASHE retail trade, except of motor vehicles and motorcycles
Mean gender pay gap	21%	14.6%	16.2%
Median gender pay gap	0%	7.1%	13.6%

Why do we have a gender pay gap?

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 monitor pay on an annual basis and evaluate job roles and pay grades to ensure fairness.

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.

This pattern is reflected in the highest quartile of earners where the top role roles are predominately held by men. When the salary of the top two male executives is excluded from the analysis the overall mean gender pay gap decreases to 12.7% which is below the economy as a whole and considerably lower than the retail trade sector as in table two.

Radstock Co-operative Society - closing the gender pay gap

A long-term commitment

There are no quick and easy fixes when it comes to closing the pay gap. There are many societal reasons why more men than women tend to occupy the highest paid roles and closing the gender pay gap requires a meaningful shift in cultural norms more widely. For example, we have no control over what people choose to study or the career choices that they make. The Society is committed to doing everything we can to reduce the gap which centres around the following areas of action.

Pay transparency and understanding ...

We are proud of our progression plan within the business and will continue to monitor the gender split of colleagues selected to ensure a fair and equitable process.

We continue to monitor annual pay reviews and 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 businesses in the geographical area.

Policies and Processes – What we are doing...

Our recruitment communications are being reviewed to mitigate any potential for bias and to attract an increased number of female applicants.

We have introduced an Equal Opportunities policy and procedure which underpins our Dignity at Work policy.

We intend to analyse the leave data in more detail to extract any reasons that may reflect on gender-based decisions with a view to reporting the findings at the end of the year.

Supporting parents

We have guidelines for managers on supporting employees before, during and after maternity and other parental leave. Furthermore we are reviewing the maternity and paternity policy and pay to ensure fairness and equity.

Other initiatives

We will explore linking up with education establishments to explain career opportunities within the retail sector and to help dispel any myths and stereotypes.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.



A handwritten signature in blue ink that reads "Don Morris". The signature is stylized with a large initial 'D'.

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CEO & Secretary



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