

Gender Pay Gap Report 2017

The Heart of England Co-operative Society

The Heart of England Co-operative Society is a Regional retailer with a trading area covering Coventry, Warwickshire, South Leicestershire and Northamptonshire.

We currently employ around 700 employees across the Society's Head Office, 33 Food Stores and 13 Funeral Homes.

The Society has a fair and ethical approach to pay and benefits. We pay all new starters at the adult rate of pay and provide sick and holiday pay. There is also a Defined Contribution Pensions Scheme that exceeds the statutory requirements.

Our Society Results

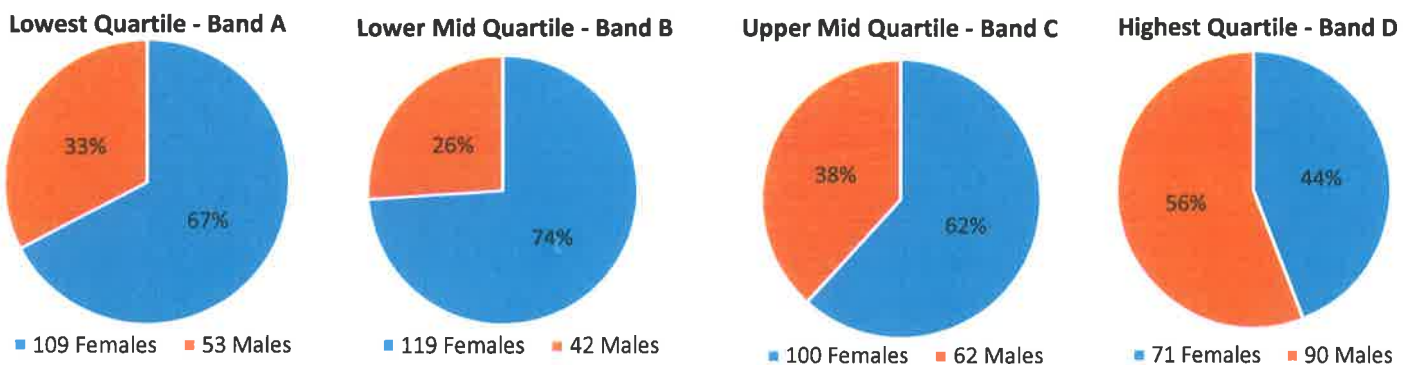
Difference between Men and Women

	Mean	Median
Average Pay	20.43%	7.52%
Bonus	42.42%	38.42%

At 7.52% the Society Median pay gap compares positively to the October 2017 average figure for the UK of 18.4%. Even so the Society is committed to reducing the gap.

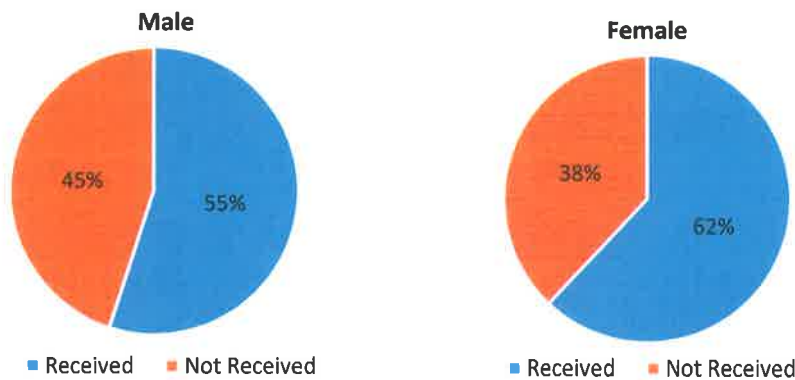
Our analysis as shown below shows that our Society pay gap is driven by the structure of the current workforce.

The Society has agreed pay structures in place for all employees which are reviewed usually on a yearly basis in conjunction with the recognised Trade Unions.



Bonus Scheme

The Society operates a voucher based bonus scheme which is gender neutral. The scheme works to the same set criteria for both men and women. It is based on a pre-determined level of profit the Society has to achieve in its financial year. This has been consistently applied to all eligible employees since the inception of the bonus scheme in 1996.



Our Plan of Action

The Society does not have an equal pay issue. What is needed to be achieved is undertaking activity to reduce the pay gap.

An analysis of the shape of our current staff structure will provide more data on what could be done to encourage more women into senior management and operational roles across the two Trading Divisions.

Identify emerging talent from our Trainee Management scheme to fulfil key roles in the mid-long term future.

Our Commitment

Is to utilise and build further on the skills of our current workforce. Also to attract external candidates who have the expertise and talent to enhance the current Heart of England culture to become more successful in a tough retail environment.

Gender Pay Gap activity will be a substantial part of this as a standard bearer with our local Co-operative community.

Clive Miles
President

Date: 27/5/2018