

Tamworth Co-operative Society Limited – Gender Pay Gap Report 2020

Tamworth Co-operative Society is an Independent Co-operative Retailer in the UK, employing nearly 290 colleagues involved in Food Retailing, provision of Funeral services, General Retailing and supporting activities.

We believe in a fair approach to pay for all our colleagues and are confident that men and women are paid equally for the same roles within our business.

Mean / Median – (Percentage difference between men and women)

	<u>Mean</u>	<u>Median</u>
Average Pay	22.08%	(1.22)%
Average Bonus	78.0%	70.4%

The Society's workforce is 78.0% female and 70.4% of our colleagues are contracted to work on a part-time basis (less than 30 hours per week).

We are confident that our gender pay gap is not a pay issue; payments are associated with the role of an individual and our analysis shows that our pay gap is driven by the structure of our workforce.

Quartile Data (Average number of females / males in each quarter of the workforce)

<u>Quartile</u>	<u>Female</u>	<u>Male</u>
Lower	72%	28%
Second	82%	18%
Third	92%	8%
Highest	66%	34%

Bonus Participation

	<u>Received</u>	<u>Did not Receive</u>
Male	4.8%	95.2%
Female	0%	100%

The Society has a very limited bonus structure; payments are based on financial criteria and are associated with the role of an individual, rather than their gender.

Staff Profile (extract from last Society Annual Report)

The Society has a policy of promoting an environment free from discrimination, harassment and victimisation where everyone receives equal treatment regardless of their gender, colour, ethnic or national origin, disability, age, marital status, sexual orientation or religion. All decisions are based solely upon work criteria and individual merit. The Board is currently composed of four female and five male Directors. Senior Management is made up of three men and two women.

Review versus Prior Year

Compared to the previous year the mean pay gap has fallen by 8.89%. There are two factors that have affected this. Firstly the increase in National Living Wage, which means the average wage of our lower paid workers, has increased by over 6% which has not been the case further up the pay scale. Secondly we have more male colleagues in lower paid roles than in the prior year. In 2019, 57% of male colleagues were paid more per hour on average than female colleagues; this has fallen to 37% in 2020.

The median calculation now results in female colleagues earning slightly more than male colleagues again this is mainly the result of having more male colleagues employed at the lower end of the pay scale.



Bob Read
Chairman of the Board

Date: 4th December 2020