

# Promoting Gender Equality in the Workplace

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Practitioners Forum 2018

# #PF18

## Re-igniting our focus on Diversity & Inclusion

The co-operative  
Central England Co-operative

The Right Stuff

We're hosting our first Facebook Live event

 LIVE

Colleagues...  
(Friends & family can join too)

Let's chat about

- "Sexuality"
- "Gender"
- "Race"
- "Poverty"
- & more

The big issues of the day affect us all

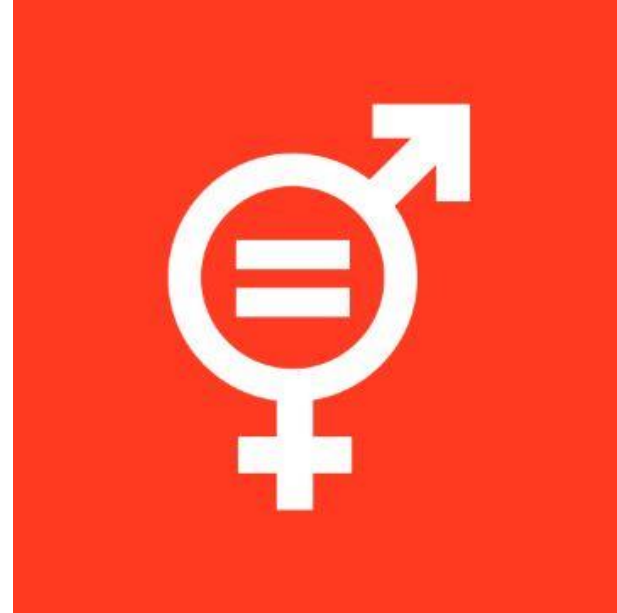
See there: <https://www.facebook.com/events/334377133717786>

Tuesday 27th February at 6.30pm



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**Our colleagues told us...**



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## Working collaboratively with colleagues



## **Gender Working Party**

- **Established in June 2018, made up of male and female colleagues from across the organisation**
- **To scope, steer and lead on;**
  - **Opportunities for improvement in gender equality**
  - **Taking an active role in supporting the Society to be the best it can be in gender equality**
  - **Creating a gender equality action plan**

## Gender Pay Reporting

### Our results

Difference between Men and Women

	Mean	Median
Average Pay	18.18%	7.53%
Average Bonus	80.56%	33.33%

### Our 2018 results

Difference between Men and Women

	Mean	Median
Average Pay	17.08%	7.41%
Average Bonus	78.83%	33.33%

## What's driving our results

### Structure of our workforce



More females working in the entry level retail roles, where there has historically been greater flexibility at this level

### Incentive scheme payments



Our pay gap figures are impacted by payments made under our incentive scheme at the date of calculating the results. Our 'true' Gender Pay gap stands at 15.93%

### Reflective of national trends

National trends highlight that main carer responsibilities still lie predominantly with females



### Male dominated functions

Underrepresentation of females in specific areas such as senior management,



operational management and distribution business.

## **Activity to date**

- Taking steps to encourage more women into underrepresented areas
- Supporting gender balance progressions across the organisation
- Raising awareness and talking about gender balance in an open and transparent way



**There is more work to do...**



## Over to the room

- What's the biggest obstacle to your co-operative achieving gender equality?
- What needs to change to overcome this?



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## Q&A