

CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

Gender Pay Gap Report 2025

As of 15th September 2025, Chelmsford Star Co-operative Society Limited ('The Society') merged with Central England Co-operative Society Limited. This will be the final report for Chelmsford Star Co-operative Society Limited.

The Society was an independent retail co-operative operating within Essex at the snapshot date, employing over 700 colleagues to service the trading businesses, including food retail, non-food retail, funeral services and travel agencies.

As a co-operative, the Society adhered to the International Co-operative Alliance Values & Principles, which include equality, equity, openness and transparency. As a Co-operative, The Society believed that individuals should be treated equally, regardless of age, sex or ethnic origin.

As at 5th April 2025

Variance between Male & Female Colleagues

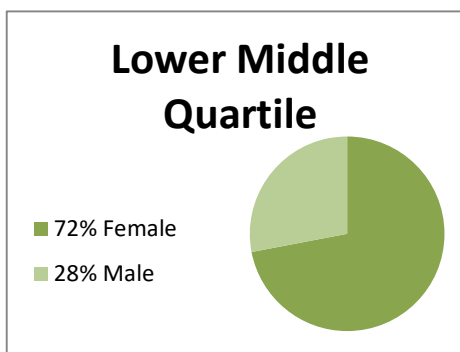
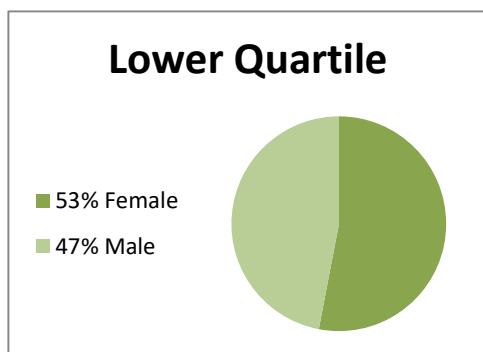
	Mean	Median
Average Pay	7.93%	-0.0%

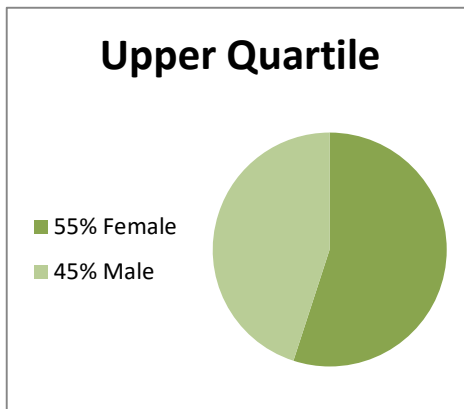
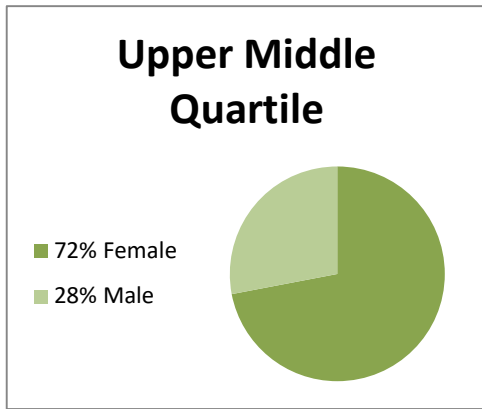
The figures demonstrate that The Society continued to have a low pay differential between male and female colleagues, with the median result, i.e. the typical situation reflecting a zero-pay gap differential.

Colleagues' gender for the report purposes is determined as the gender identified at birth, unless the Society has been notified otherwise. The Society understands that gender is more complex than simply 'male' or 'female', and there are many people who do not fit into these binary categories.

Of total colleagues 63% are female. Traditionally, the retail industry offers flexible working hours, which tends to attract more females who tend to have other unpaid family responsibilities.

Pay Quartiles





The Society rewards colleagues in numerous ways, whether this is relevant to financial performance, commission based, long service recognition, or a general colleague bonus; these are rewarded based on set criteria being achieved which varies year-on-year.

	Mean	Median
Average Bonus	81.36%	-40.00%

The Mean Average Bonus differential is skewed to an extent by the Executive Team's gender imbalance, with 67% of the team being male. However, the Median Bonus differential of -40.0% shows that females typically received a higher bonus than males.

Of total colleagues, 94% received a bonus reward during the year. Of total females, 92% received a bonus compared to 97% of male colleagues.

The Society had policies in place for equal opportunity and diversity, which were regularly reviewed. The Society continued to develop, train and nurture our colleagues through both internal training and external development provided by the Apprenticeship Levy.

This is the final report for Chelmsford Star Co-operative Society Limited.

Barry Wood
CHIEF EXECUTIVE OFFICER
Date: 23 January 2025