

Gender Pay Gap Report 2025

Tamworth Co-operative Society is an Independent Co-operative retailer in the UK, employing approximately 260 colleagues involved in Food Retailing, and the provision of Funeral Services. We believe in the 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 (% between men and women)

	Mean	Median
Average Pay	17.10%	6.38%
Average Bonus	100%	100%

The society's workforce is 76.8% female and 23.2% male. 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)

Quartile	Female	Male
Lower	82.26%	17.74%
Second	88.89%	11.11%
Third	74.19%	25.81%
Highest	61.90%	38.10%

Bonus Participation

	Received	Did not receive
Male	3.44%	96.56%
Female	0%	100%

Staff Policy

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 three female and six male Directors. Senior Management is made up of two men and two women.

Review Versus prior Year

There has been a reduction in the percentage variance relating to the average (mean) pay gap. The value has fallen from 24.95% to 17.1%.