

# Gender Pay Gap Statement April 2023

## Gender Pay Gap Reporting 2023

### Taken from snapshot data from 5th April 2022

Mean gender pay gap in hourly pay	29.9%
Median gender pay gap in hourly pay	26.9%
Mean bonus gender pay gap	86.3%
Median bonus gender pay gap	31.3%
Proportion of males receiving bonus payments	52.3%
Proportion of females receiving bonus payments	32.1%

### Percentage of males/females in each pay quartile

Upper quartile males	92.5%
Upper quartile females	7.5%
Upper middle quartile males	95.9%
Upper middle quartile females	4.1%
Lower middle quartile males	67.8%
Lower middle quartile females	32.2%
Lower quartile males	46.7%
Lower quartile females	53.3%

We have made some more progress this year in reducing the gender pay gap, however it still remains a challenge to encourage women into the engineering part of the business. Overall the median pay gap improved from 29.2% to 26.9% (down from 33% when gender pay gap reporting was introduced) but the mean gender pay gap increased from 27.4% to 29.9% (down from 33.5% when first reported). It continues to be difficult to encourage significant numbers of new female apprentice engineers to come into the industry which makes reducing the gender pay gap very challenging. However the April 2023 intake had 25% of female apprentices, which is a bit more encouraging. We continue to target at least 2 female apprentices in each intake of 6 to 8.

Overall we have a target of 25% of total apprentice engineers being female. It is from this pool of engineers of the future that supervisors and managers will come and by encouraging women into these roles, we will increase the percentage of female managers and supervisors in the coming decades.

The number of female engineers remained very low as we had some leavers in the year and fell slightly to 0.5% last year (2021: 0.9%). There are a very limited number of female engineers in the industry and so growing our own via the apprenticeship program remains our best way of improving this situation.

The percentage of female sales executives increased from last year to 3.3% (2021: 3.0%) which represents some progress and we hope to attract more female talent to this area in the future. The total number of managers/supervisors reduced from 104 to 103 and the number of females in this category increased from 13 to 15, which increased the percentage to 14.6% (2021: 12.5%). The percentage of females in the top quartile remained at 8% (2021: 8%) but the females in the second quartile decreased to 4.1% from 6.4%. At the same time the percentage of females in the third quartile increased to 32.2% from 30.0% the previous year.

The company has retained the female apprentice motor mechanic in our vehicle workshop and she is our only apprentice of this type.

We remain committed to reducing the gender pay gap but recognise the challenges in attracting female staff into the engineering side of this business. We hope that we can increase the percentage of female apprentices and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this we remain committed to reduce the gender pay gap every year moving forward but this remains very difficult in such a male orientated industry.



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