

Gender Pay Gap Report - 2017/18

furrows

since 1918

OVERVIEW

2018 was the 100th anniversary year of Furrows as a well established Shropshire family business.

We aim to achieve a fair, supportive and passionate workforce throughout our 3 Dealerships in Shrewsbury, Telford and Oswestry.

2017/18 saw 315 different members of staff work for Furrows Limited across multiple departments and different locations.

OVERALL GENDER PAY GAP

	Mean Pay 2018	Mean Pay 2017	Median Pay 2018	Median Pay 2017
Female	£10.32	£9.65	£8.60	8.22
Male	£12.19	£11.90	£10.47	£10.37
Pay Gap	15.34%	18.91%	17.86%	20.73%

The above information covers the whole of the company including all three Dealerships from those on minimum wage through to those on the highest earnings.

The hourly rate is calculated based upon the individuals basic wage along with any bonus or commission received over the period in which they worked.

The report confirms that the Furrows Group has made great headway towards closing the gap in gender pay throughout the year.

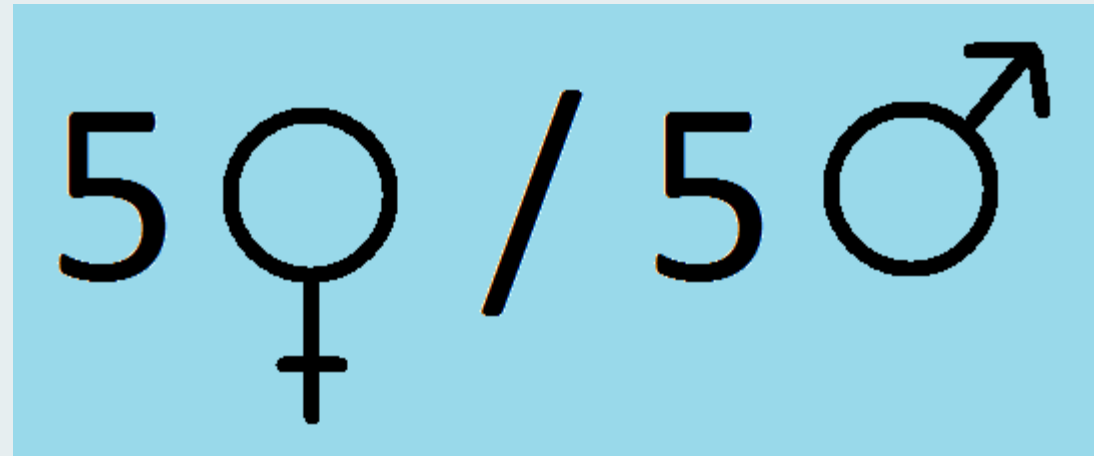
BONUS PAYMENTS



This shows a difference of 30% between Men and Women receiving bonuses for their performance during 2017/18. (17% in 2016/17 due to roles being completed).

PAY QUARTILES

“Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid”



PAY QUARTILES – MEAN HOURLY PAY

	<u>Female</u>			<u>Male</u>			<u>Pay Gap</u>	<u>Overall 2018</u>	<u>Overall 2017</u>
	Hrly Rate	No.		Hrly Rate	No.				
Quartile 1	£7.18	26	43.48%	£6.68	46	56.52%	-7.49%	£6.86	£6.30
Quartile 2	£9.06	22	43.14%	£9.13	51	56.86%	-0.77%	£9.11	£8.61
Quartile 3	£11.15	11	17.46%	£11.60	63	82.54%	3.88%	£11.54	£11.20
Quartile 4	£21.71	7	10.45%	£20.28	67	89.55%	-7.05%	£20.42	£19.85

3 of the 4 Quartiles show females are paid on mean average more than males

PAY QUARTILES – MEDIAN HOURLY PAY

	<u>Female</u>			<u>Male</u>			<u>Pay Gap</u>	<u>Overall 2018</u>	<u>Overall 2017</u>
	Hrly Rate	No.	% of Staff	Hrly Rate	No.	% of Staff			
Quartile 1	£7.58	26	43.48%	£7.58	46	56.52%	0.00%	£7.58	£7.21
Quartile 2	£8.99	22	43.14%	£9.03	51	56.86%	0.44%	£9.03	£8.45
Quartile 3	£11.34	11	17.46%	£11.53	63	82.54%	1.65%	£11.52	£11.09
Quartile 4	£22.14	7	10.45%	£16.84	67	89.55%	-31.47%	£17.86	£16.85

3 of the 4 Quartiles are very close to having no pay gap.

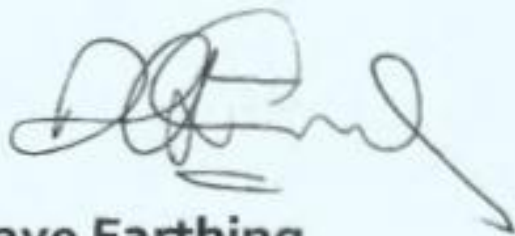
Quartile 4 shows a higher pay gap towards females due to the females within the Quartile being of smaller proportion but in senior positions within the Group.

STATEMENT OF ACCURACY

Furrows are committed to the principle of equal pay for all its employees and aims to identify and eliminate any bias within its pay systems.

We are confident that men and women are paid equally for doing equivalent jobs across the whole of our business.

We confirm that the data reported herein is accurate.

A handwritten signature in black ink, appearing to read 'Dave Farthing', with a long, sweeping tail extending to the right.

Dave Farthing
Managing Director