

Gender Pay Gap Report 2023

Fish Brothers (Swindon) Ltd



Gender Pay Gap Report as at April 2023

Fish Brothers is a multi-franchise car dealer group based in Swindon. We believe in going the extra mile for our customers. With many returning time after time, we know how important quality and good customer service is. With 70 years of experience in the motoring industry, we are recognised as one of Swindon's renowned car dealer groups.

We recognise that our staff are one of our greatest assets and are keen to ensure parity for all genders. We are confident that men and women are paid equally when performing the same role within the organisation. However, we do recognise that there is an evident gender pay gap in the figures we are reporting. The primary reason for this is that there are significantly more men than women in senior roles within the group. As with much of the motor industry, the workforce at Fish Brothers is male orientated; we acknowledge this is the case but will continue our efforts to redress the balance. We will commit to a constant review of the way we attract, retain and develop our staff and to continue to review our salaries and benefits packages to lessen the gender pay gap at all levels of seniority within our organisation.

Statutory Gender Pay Gap Reporting

As an employer of more than 250 members of staff we are required to report on six areas relating to gender pay. These are:

1. The mean (average) gender pay gap
2. The median gender pay gap
3. The mean (average) bonus gender pay gap
4. The median bonus gender pay gap
5. The number of men and women who receive a bonus
6. The number of men and women in each quartile of our salary range

Gender/Bonus Gender Pay Gap

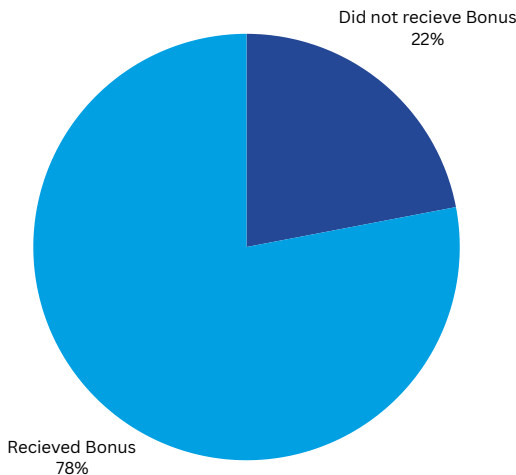
The gender pay gap is the difference between the mean or median hourly rates of pay that male and female staff receive. The bonus gender pay gap is the difference between the bonuses that male and female staff receive.

	Mean	Median
Gender Pay Gap	31.70%	18.80%
Bonus Pay Gap	70.37%	63.60%

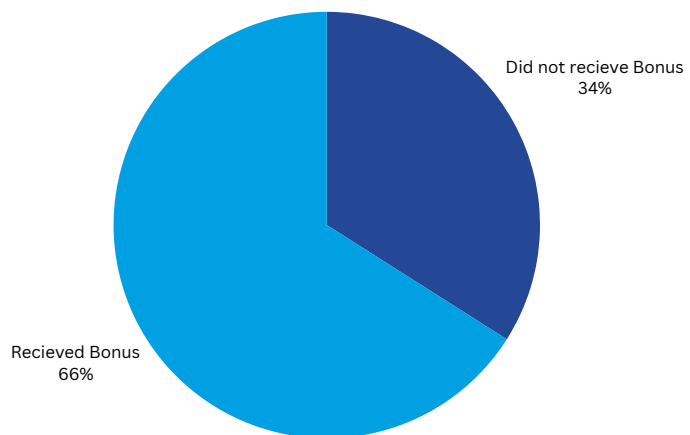
Bonus Pay

Many of our staff receives bonuses / commission as part of their salary packages. However, there are a number of head office departments that do not participate in any bonus scheme and they are predominantly staffed by female employees. This goes some way to explain the differences in the number of bonuses received by male and female staff.

Males Employees that recieved bonus



Females Employees that recieved bonus



Pay Quartiles

The following graphs show the gender split in each of the 4 quartiles of our pay range. To identify who is placed in each quartile we use the hourly rate of each member of staff and then arrange them from low to high. The amount of staff are then divided equally in to 4 quarters. At the time of the snapshot date we employed 303 staff. Therefore, our quarters are made up of 75, 76, 76 and 76 staff respectively.

Upper Hourly Rate Quartile



9% FEMALE | 91% MALE

Upper Middle Hourly Rate Quartile



21% FEMALE | 79% MALE

Lower Middle Hourly Rate Quartile



30% FEMALE | 70% MALE

Lower Hourly Rate Quartile



34% FEMALE | 66% MALE

Statutory Gender Pay Gap Reporting

Since the publication of the last gender pay gap report we have undertaken a number of actions that have been designed to help us redress the gender pay imbalance. These include:

1. A review of recruitment advertising materials to remove possible unconscious bias or gender specific terms.
2. The introduction of a standardised question template to ensure all candidates for the same role are asked the same questions.
3. A review of our family leave policies to ensure they are up-to-date, accessible and inclusive. We have increased maternity and paternity leave from statutory to contractual amounts for staff with qualifying service and will continue to review these policies to reflect upcoming legislation.
4. We have established a thriving schools outreach programme with attendance at careers fairs at many schools in Swindon and the surrounding areas along with careers talks, mock interviews and apprenticeship events. We are also increasing the number of students we take for work experience and are keen to welcome female students into the male dominated workspaces.

Action plan for next year

Over the next year we will look to complete further actions to help with our diversity and gender pay gap. These include:

1. A review of our policies and benefits package including sick pay, holiday pay, reward and recognition and staff discount platforms.
2. A review of our onboarding methodology including induction, handbook and onboarding package.
3. Continued expansion of our schools outreach programme particularly with a view to participating in STEM activities.
4. Review of succession planning and internal training to encourage female employees to apply for senior roles.
5. Collation and analysis of leaver data to identify patterns or trends.

Conclusions

Although the gender pay gap at Fish Brothers (Swindon) Limited is significant, it is not unusual for our industry. We will continue to implement our policy of basing our recruitment decisions on the skills, experience and abilities of our applicants. We are keen to help all employees achieve their full potential with us and will seek to support with training, coaching and mentoring at all levels. Gender is not a barrier to employment in any of our roles and we remain committed to the encouragement of all types of parity within the workforce.



Fish Brothers (Swindon) Ltd

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