



# Gender Pay Gap Report

Reporting Date: April 2020

Brayleys



# Measurement.

For the first time, Brayleys Cars Limited now employs more than 250 people so we now are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish an annual gender pay gap report.

At the time of the reporting period (April 2020), Brayleys Cars Limited employed 312 “relevant employees” of which only 17\* were “full-pay relevant employees”

The effect of the Covid-19 pandemic, resulted in all of our dealerships closing from 24<sup>th</sup> March 2020. Only 17 employees remained working for essential business needs, all other employees were furloughed for the next few months until operations resumed.

The figures reported in this document are based upon six calculations set out in the regulations that must be reported every year. These show the difference between the average earnings of men and women employed in our organisation.

We are required to publish these results on our own website and a government website, and the following report is based on a snapshot date of the 5<sup>th</sup> April 2020.

## Understanding the gender pay gap.

Using the calculations prescribed in the gender pay gap reporting regulations, we have taken pay data for all of our staff, which includes many different roles and therefore a variety of rates of pay.

Mean	=	the average
Median	=	the mid point in a range of numbers

## What is included in our calculations?

Calculations are required to be based on the pay from April each year, including ordinary pay (which includes basic pay/holiday pay/allowances) and bonus pay (profit share bonus/commission payments)

## What is the gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the work they do – across an organisation, business sector, industry or the economy as a whole. It is affected by the number of men and women across all roles.

**It is different from an equal pay comparison, which is a direct comparison between men and women carrying out the same, similar or equivalent work.**

# Understanding.

The automotive retail sector has historically been a male dominated industry in respect of its workforce, which is changing slowly and we are committed to try to ensure we have a fair representation of men and women.

Our current employee gender split is 75% male and 25% female.

The reality of situation is that a large proportion of our workforce is male and they hold a large percentage of the higher paying roles which is the major cause of our gender pay gap.

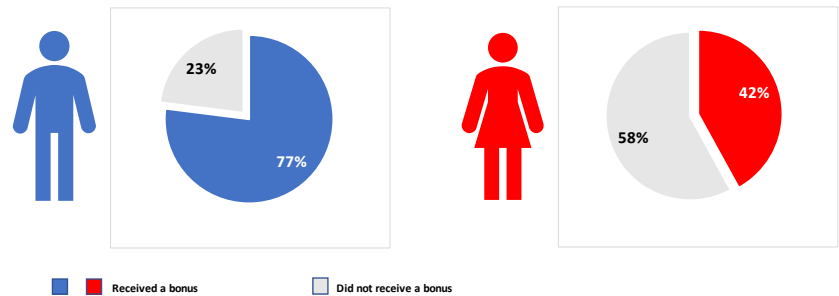
**\*COVID-19 Impact on April 2020 calculations :** it should be noted that the mean & median pay gap calculations are significantly affected by the CJRS Furlough scheme, as both are based on a single month of payroll data, during which our dealerships were closed as part of a government imposed Lockdown. Furloughed employees are excluded from this calculation , which removes 295 of employees from the calculation. This also impacts on the validity of the quartile bandings which again are based only on the single month which excludes 295 of our employees. Bonus Gap calculations are not affected as these are calculated using 12 months data.

The Gender Pay Gap data for Brayleys Cars Limited in 2019/20 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	37.2%	25.2%
Gender Bonus Gap	58.7%	51.8%

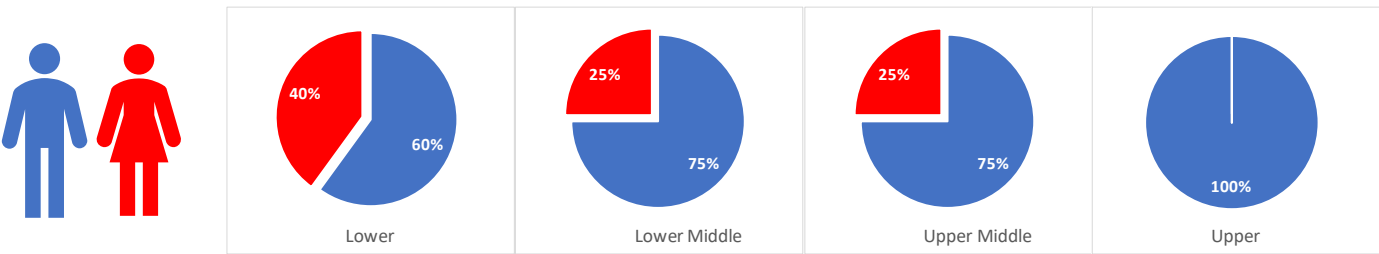
## BONUS.

The proportion of males/females who received a bonus is as follows:



## SALARY QUANTILES.

The proportion of males/females in each quartile pay band is as follows:



# Actions.

## How are we working to address the gap?

We are committed to equal pay. Where male and female employees undertake the same role and responsibilities, they have the exact same opportunity to earn equal pay. We operate consistent group wide pay structures for many common roles to facilitate this.

We believe the group's values promote a working environment which is conducive to both male and female employees. We are open to job applications from applicants of all diversities and are committed to offering equal opportunity to both male and female job applicants across all roles.

We are a member of the Automotive 30% club. The aim of the 30% club is to work with other automotive retailers, working to address gender and diversity balance within the business, with a stated aim of achieving the goal of 30% of senior management positions being held by women by 2030.

We want to attract and recruit the very best talent into our business, regardless of gender.

I confirm that these published figures are an accurate account of our gender pay gap as at April 2020.

Paul Brayley  
Managing Director  
Brayleys Cars Limited