

Steven Eagell Group

# Gender Pay Gap Report 2017



Steven Eagell Toyota Ipswich  
Management Team (left to right)

**Hayley Bunn**, Aftersales Manager  
**Tim Brounsdon**, General Manager  
**Kerry Baker**, Sales Manager

# Steven Eagell Group



**TOYOTA**



**LEXUS**



Established in 2002, Steven Eagell Group have grown to be an award-winning company and the leading Toyota and Lexus dealer group in the UK. We operate in over 20 locations across Bedfordshire, Buckinghamshire, Cambridgeshire, Essex, Hertfordshire, Norfolk, Northamptonshire and Suffolk.

Our foremost objective is to offer complete customer satisfaction to every one of our valued customers. In order to achieve this, we recognise the importance of offering excellent training and career progression opportunities to our employees, which helps us grow and expand our business.



# Gender Pay Gap Reporting 2017

Fairness, inclusion and equal opportunity for all are at the heart of everything we do. We are confident that men and women are paid equally for doing equivalent jobs across our business.

The automotive industry is traditionally male dominated, but we are working hard to remedy the imbalance between men and women within our business.

We are committed to redressing the situation to ensure all departments, divisions and sites across the business are focused on attracting, retaining and developing female employees.

## How will we do this

We have a flexible working policy and procedure in place to improve the work-life balance of our employees and hope this will encourage more women to join our team and to build a long-term career within the Group.

We actively support young people with apprenticeship opportunities across our business. Our technician apprenticeship programmes are run through Lexus UK and Toyota GB, and as we currently have no female technicians, we plan to encourage the recruitment of more girls onto our technician training programmes and to have at least one by the end of 2018.

We are committed to increasing our female workforce by at least 5% by 2020.



**Steven Eagell**  
Managing Director

*We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Steven Eagell Group is required to carry out Gender Pay Gap reporting.*



# service and parts



Hannah Griggs, Service Manager, Steven Eagell Toyota (Chelmsford)

## Gender pay and bonus reporting data for staff employed at 5<sup>th</sup> April, 2017

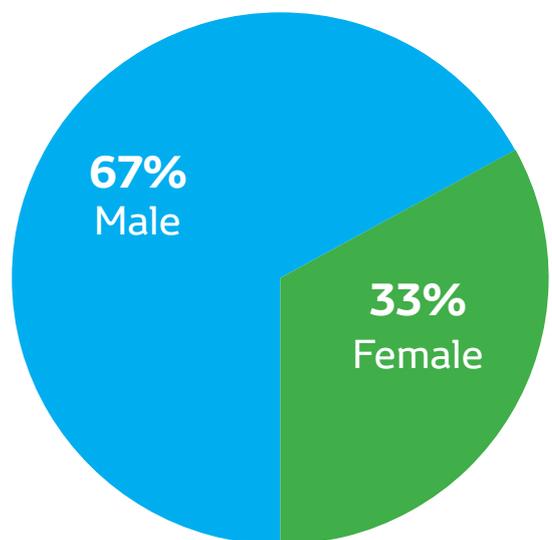
### Explanation of gender pay gap

The gender pay gap measures the difference between the average man and woman's remuneration and is expressed as a percentage of men's pay.

### Our workforce

As a result of the historic male dominance in the automotive industry, we were expecting to find an unbalanced split between male and female staff.

We collected our data on 5th April, 2017, when our workforce consisted of 522 males and 171 females.



Workforce gender split

# Gender Pay

The data for both mean and median hourly rates of pay and bonus reflects the demographic of our business which has more males at senior level and so, as would be expected, our average male salary, both mean and median, is higher than that for females.

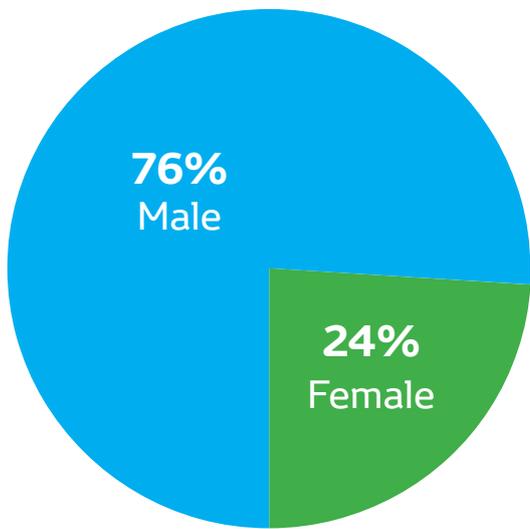
This gap will continue to be the case but we are striving to achieve a fairer representation of males and females across all levels of the business.

**Difference in mean (average) hourly rate of pay: 24.14%**

**Difference in median (middle) hourly rate of pay: 13.45%**

# Gender bonus

The bonus pay data confirms that 44% of employees receive a bonus. Of the 44% who receive a bonus, 76% are male and 24% female.

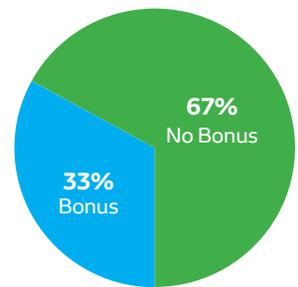


Percentage females and males receiving a bonus

Of the employees who receive a bonus, the split is as follows



Males receiving a bonus



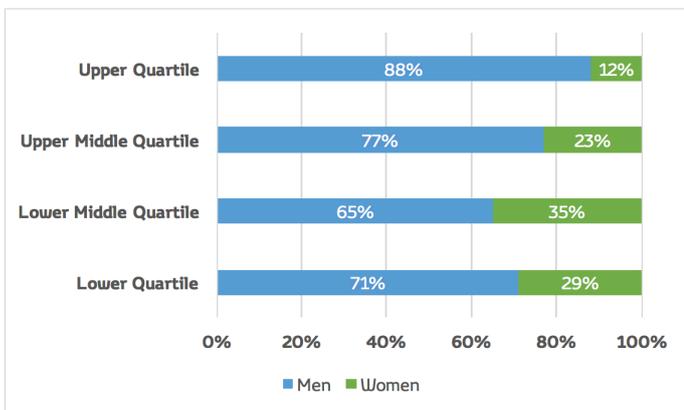
Females receiving a bonus

**Difference in mean (average) bonus pay: 46.7%**

**Difference in median (middle) bonus pay: 42.7%**

# Pay Banding

The following illustrates the gender distribution at Steven Eagell Group across four equally sized quartiles, each containing 173 employees.



Pay gap by quartile:	
Upper Quartile	19.08%
Upper Middle Quartile	2.91%
Lower Middle Quartile	0.68%
Lower Quartile	-10.34%



**Claire Keymer**, Host, Steven Eagell Toyota (Peterborough)