

Sturges Motor Group Gender Pay Gap Report 2017



Sturges

of LEICESTER



At Sturgess Motor Group, we are very aware that our chosen industry is, and is seen to be a very male dominated industry. This is clearly not reflective of society today and we need to help change this perception. The recruitment and career progression of our colleagues has and always will be based on ability and experience rather than gender.

As a business, we welcome the Gender Pay Gap reporting, which we will carry out annually and will continue to encourage a balanced workforce.

Chris Sturgess | Chairman

A handwritten signature in black ink, appearing to read 'Chris Sturgess'.

About Sturgess Motor Group

Sturgess Motor Group has a long-established history as a leading car dealer in Leicestershire. The company was originally founded in 1897 by Walter E. Sturgess when he set up a small shop in the West End of Leicester manufacturing, selling and servicing bicycles known as W.E. Sturgess & Sons.

Since 1897, Sturgess Motor Group has grown to become one of the oldest family-operated motor dealers in the UK and also one of the most respected names in UK motor retailing.

With a strong reputation for outstanding customer service in the local community and a reputation as a leading motor retailer in the wider community, Sturgess Motor Group has been a trusted name for more than 120 years

The Gender Pay Gap Explained

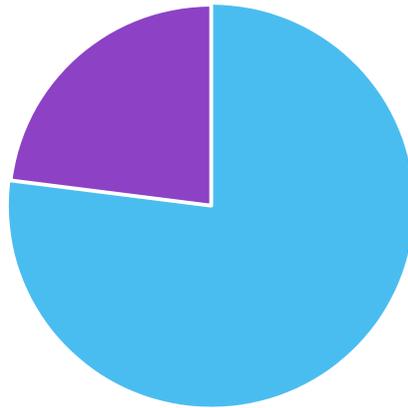
The Gender Pay Gap is the percentage difference between the average pay of men and women across the whole organisation. In April 2017 it became law for companies employing 250 or more people to publish their Gender Pay Gap figures with six separate metrics: mean average hourly pay, median average hourly pay, percentage in mean bonus pay, percentage difference in median bonus pay, proportion of males and females receiving a bonus payment and the proportion of males and females when divided into four equal groups, from lowest to highest pay.

Our Workforce

Below we consider the Gender Pay Gap within our company, in accordance with the government guidelines, outlining the difference in pay between men and women by six separate metrics.

Up to April 2017 we employed 282 people.

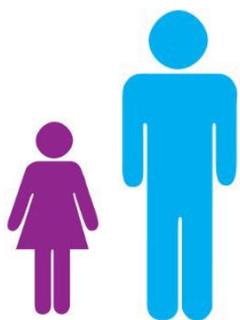
23% Female



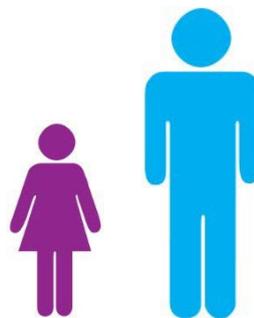
77% Male

Mean & Median Gender Pay Gap

Looking into the mean and median difference of hourly rate of pay between men and women we discovered the following:



**Mean
Gender Pay
Gap: 28%**

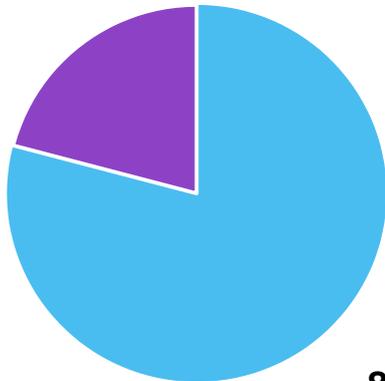


**Median
Gender Pay
Gap:
15.37%**

The results above demonstrate a difference in the average mean hourly pay between men and women. This is partially due to the uneven split between men and women in all job roles across our group. Across these roles in our company we can see that the difference between the average paid woman and man is significantly lower.

Upper Quartile

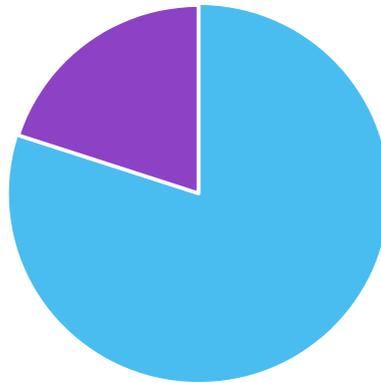
13% Female



87%
Male

Upper Middle Quartile

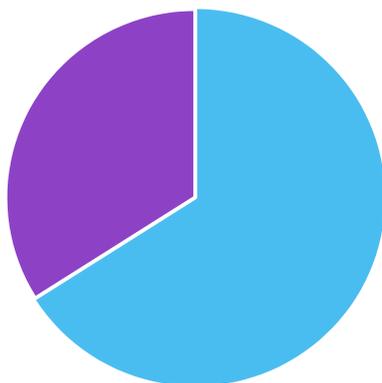
20% Female



80%
Male

Lower Middle Quartile

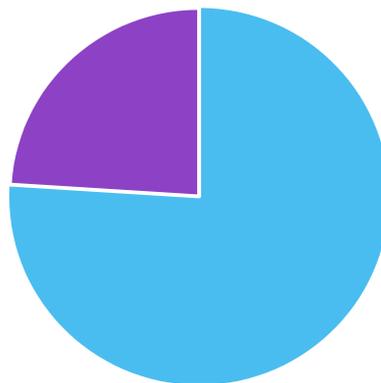
34% Female



66%
Male

Lower Quartile

24% Female



76%
Male

While there is a significant minority of women across all four quartiles, we can see that there is a growing percentage of women joining our company that fit in the lower middle quartile. After April 2017 there has been an increase in the percentage of women to men in each quartile and in the upper quartile there has been a 12% increase in women employed.



Gender Bonus Pay Gap

Within Sturgess Motor Group our employees receive bonuses dependent on a number of variables which consist of key performance indicators. The difference between both genders is as follows:



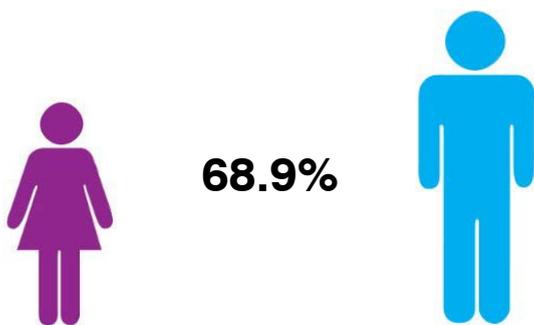
**82% of
males
received
bonus**



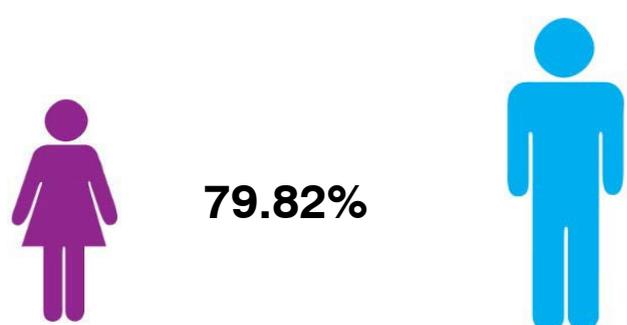
**76.05% of
females
received
bonus**

Based on the above we can see that men receive more bonuses compared to our female employees. Where this is a relatively low difference our aim is to bridge this gap further.

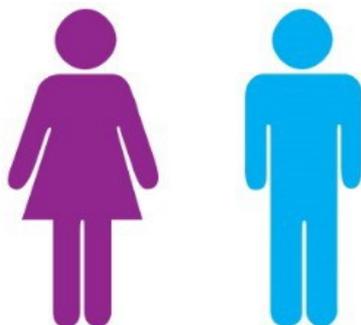
**Difference in meanbonus
pay**



**Difference in medianbonus
pay**



Our commitment to closing the Gender Pay Gap



Our aim is to work year on year to further reduce the gender pay gap within our company. This will be done in three ways:

1. Recruitment
2. Training and development
3. Staff Retention

Through our revised recruitment processes, training and development programmes and further retention of current employees, we will be making a conscious effort to further decrease the gender pay gap between men and women.

Closing Statement

We will continue to create a culture that encourages different views to be valued, be that through appointing new employees or internal promotion and progression.

Addressing any imbalance will be pivotal to our success and our Board is committed to create an environment which encourages a higher proportion of women and we have already started to implement with an increase in female representation at senior management, and significantly, now at Board level.

