

# Gender Pay Gap Report - 2016/17

furrows

since 1918

# OVERVIEW

Furrows is coming into its 100<sup>th</sup> year as a well established Shropshire family business which has seen itself grow significantly over the past 10 years.

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

2016/17 saw over 359 different members of staff work for Furrows Limited across the year in multiple departments and different locations.

# OVERALL GENDER PAY GAP

	Mean Pay Gap	Median Pay Gap
Female	£9.65	£8.22
Male	£11.90	£10.37
Pay Gap	18.91%	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.

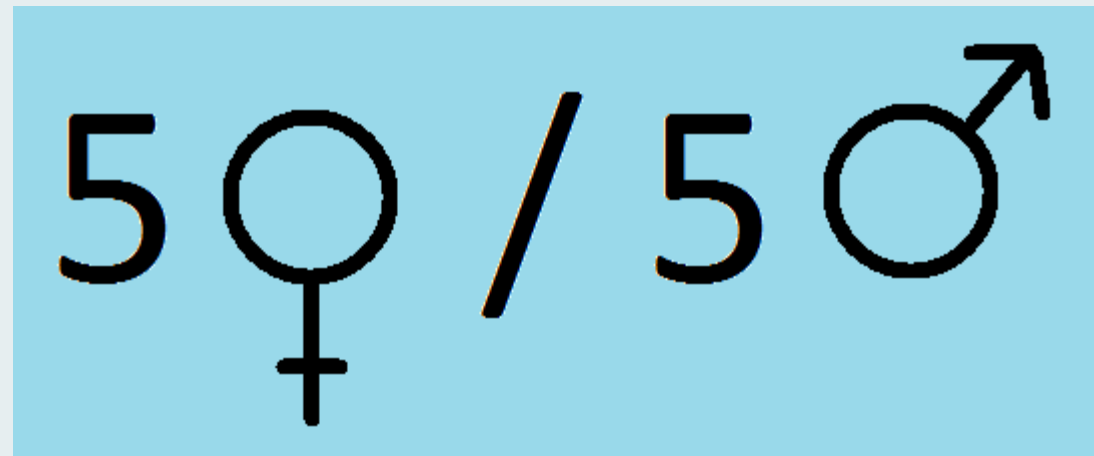
# BONUS PAYMENTS



This shows a difference of 17% between Men and Women receiving bonuses for their performance during 2016/17.

# 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 QUANTILES – MEAN HOURLY PAY

	<u>Female</u>			<u>Male</u>			<u>Pay Gap</u>	<u>Overall</u>
	Hrly Rate	No.		Hrly Rate	No.			
Quartile 1	£6.81	26	28.89%	£6.09	64	71.11%	-11.82%	£6.30
Quartile 2	£8.64	24	26.67%	£8.60	66	73.33%	-0.47%	£8.61
Quartile 3	£10.90	12	13.33%	£11.24	78	86.67%	3.02%	£11.20
Quartile 4	£21.48	7	7.87%	£19.71	82	92.13%	-8.98%	£19.85

# PAY QUANTILES – MEDIAN HOURLY PAY

	<u>Female</u>			<u>Male</u>			<u>Pay Gap</u>	<u>Overall</u>
	Hrly Rate	No.	% of Staff	Hrly Rate	No.	% of Staff		
Quartile 1*	£7.25	26	28.89%	£6.93	64	71.11%	-4.62%	£7.21
Quartile 2	£8.57	24	26.67%	£8.40	66	73.33%	-2.02%	£8.45
Quartile 3	£10.64	12	13.33%	£11.21	78	86.67%	5.08%	£11.09
Quartile 4	£22.11	7	7.87%	£16.67	82	92.13%	-32.63%	£16.85

# STATEMENT OF ACCURACY

Furrows are committed to the principle of equal pay for all of 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.



Dave Farthing

Joint Managing Director

Russ Smith



Joint Managing Director