



motordepot
car supermarket

Gender Pay Report 2018



Introduction

Motordepot are an Automotive retailer based in the UK, our Head Office and shared service function is based in Hull and we have 11 Branches Nationwide. In addition, we have a vehicle preparation centre based in Goole where our buying and stock team are also based. Motordepot is controlled by a board of Directors and we currently employ just under 400 people. Other trading names included in the group are CarSupermarket.com and Best Car Buyer.

The main activity carried out by the group is the sale, preparation and servicing of motor vehicles. The group performs the sale of motor vehicles both in Branch and via its website.

Here at Motordepot we aim to ensure that our employees feel valued and supported as individuals. We strive to retain our talented, committed and experienced workforce and provide everyone the opportunity to develop their careers with us.

Measuring the Pay gap

Under the UK Governments Gender Pay Gap Regulations employers in Great Britain with more than 250 employees are required to report their gender pay gap.

2018 is the first year Motordepot have met the criteria to report on their Gender Pay gap. At the snapshot date of 5th April 2018 23% of our workforce were female and 77% male.

The gender pay gap shows the difference in the average hourly earnings of men and women across the company regardless of their role. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

The gender pay gap is different from equal pay. Equal Pay is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

Under the regulations there are two ways to measure the pay gap:

1. **Median Pay Gap**

The median pay represents the middle point of a population. For example, if you lined up all of the women working at Motordepot and all of the men, the median pay gap is the difference between the hourly rate of the middle women compared to the hourly rate of the middle man.

As of April 2018, our Median pay gap was 40%.

2. **Mean Pay Gap**

The mean gender pay gap is the difference between the average hourly rate of pay for women compared to the average hourly rate for men working at Motordepot.

As of April 2018, our mean gender pay gap was 36%.

3. Gender Bonus Gap

As of April 2018, the proportion of our men and women paid a bonus was Males 85% and Females 53%.

Our Median Bonus gap was 54% and our Mean Bonus gap was 40%.

4. Proportion of Male and Females in Each Quartile Pay Band

As required by the regulations we have split our paid colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.

Lower Quartile – Male 53% Female 47%

Lower Middle Quartile – Male 77% Female 23%

Upper Middle Quartile – Male 89% Female 11%

Upper Quartile – Male 90% Female 10%

Why we believe there is a Gender Pay Gap

Historically attracting female talent into the automotive industry is a challenge this is recognised fully at Motordepot and as such we have put in place a number of partnerships with the Careers and Enterprise Company, Local Councils and Enterprises and Schools and Colleges to try to overcome this and promote the Automotive industry as an attractive career opportunity.

We have a high percentage of males in our Customer Advisor (sales role), this role attracts high commissions therefore with fewer females in this role the gap becomes wider.

All of our Branch Managers are male, this role attracts a higher salary and bonus.

We promote internal recruitment/promotion and as we have a high proportion of males this can make the pool for promotion predominantly male applicants.

Our busiest times are weekends, evenings and Bank Holidays this may not attract females with families into our vacant roles.

Our Plans to Close the Gap.

- Flexible job design, offering our colleagues more flexibility to establish a more work-life balance is something we are working hard to achieve. Changing mindsets in relation to flexible working at all levels and thinking creatively about if and how we can adapt our positions, is something we are working hard to achieve.
- Recruitment, we will continue to develop our managers in ensuring we appoint people based on their skills, experience and their alignment to our employee and company values.
- We will continue to work closely with local schools, colleges, the Careers and Enterprise Company and local Councils promoting the careers available in the Automotive Industry and will ensure that all our Branches are involved in these important partnerships.

- Leadership/Management Development, we will encourage our female colleagues, who want to progress, to enrol onto our internal management and leadership programmes.
- We hold regular employee representative meetings and we will utilise this forum to try to understand some of the challenges our female employees may have in their career progression and development with us.
- We will ensure that any pay changes are agreed by a male and a female.
- We recognise that there may be differentials in the way in which our bonus payments are made we are therefore committed to reviewing the reward and recognition system across the business this year.

Motordepot are confident that all of our male and female colleagues are paid equally in their specific job role and that there is no bias.

We want to ensure that our workforce has the opportunity to fully develop their careers. We fully support all employees' progression and recognise that we must do more to achieve a gender balance across all of our roles, in particular our more senior positions, which we are fully committed to doing.

Beyond gender, we are committed to ensuring we are a diverse and inclusive employer and that our workforce is reflective of the communities we serve.

We fully recognise the significant value both men and women bring to the company, this report has been positive for us in highlighting the challenges we have, not only at Motordepot but also in the Automotive industry specifically in relation to improving female representation. We are committed to achieving a more gender balanced workforce across all levels of the company.

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Stephen Butterley
Managing Director, Motor Depot Ltd

Published date: March 2019