



Gender Pay Gap Report

Reporting Date: April 2023

Brayleys



Measurement.

Brayleys Cars Limited employs more than 250 people so we 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 2023), Brayleys Cars Limited employed 286 “relevant employees” of which 256 were “full-pay relevant employees”

The figures reported 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 5th April 2023.

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 80% male and 20% 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.

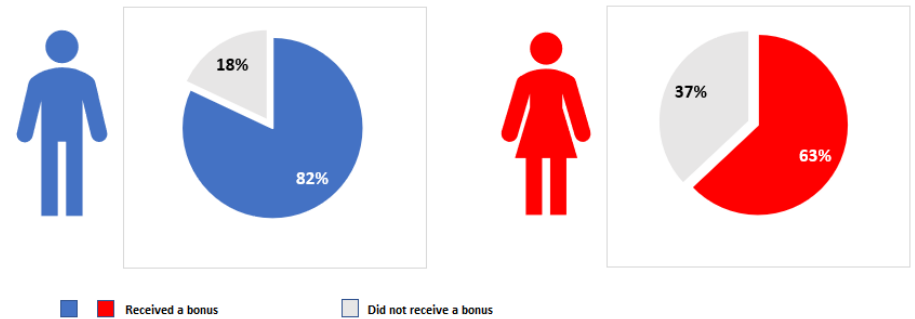
However, we are very pleased that we have been able to reduce our mean Gender Pay Gap over the last 12 months from 26.9% down to 20.8%, and the mean Gender Bonus Gap has also fallen from 59.0% to 48.4%. The median for both has fallen as well. And the proportion of our female staff earning a bonus has increased by 5%.

The Gender Pay Gap data for Brayleys Cars Limited in 2022/23 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	20.8%	10.2%
Gender Bonus Gap	48.4%	42.6%

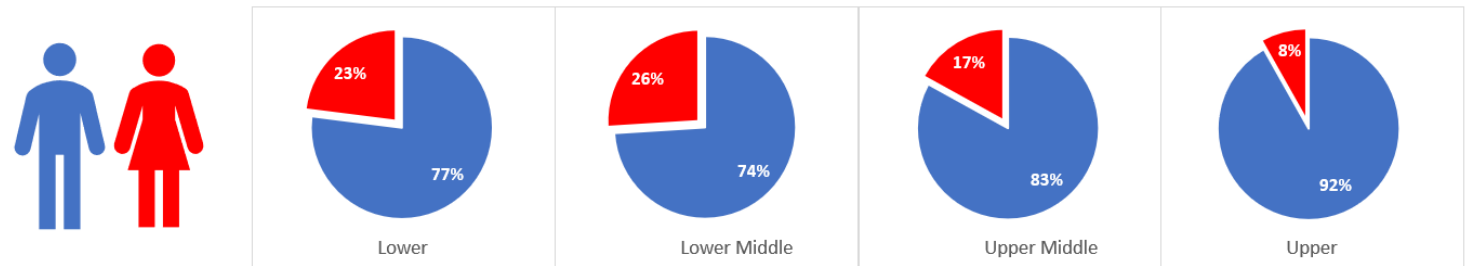
BONUS.

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?

Our business is committed to equal pay. This means where male and female employees undertake the same role and responsibilities, they have the exact same opportunity to earn equal pay. To ensure this we operate consistent group wide pay structures for many common roles.

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 have actively removed gender bias in our recruitment advertising, and all recruitment applicant have gender clues removed before being seen by hiring managers to prevent unconscious biases and allow the best applicants to be selected.

We are continually developing our strategy to address gender & representation imbalances across our business. This strategy is to create equity and diversity to fully support creating a work environment that allows the best talent to flourish and achieve our stated aim of having 30% all senior decision making positions held by women by 2030. Statistically, 30% is the point at which the views and needs of a minority group are reflected in the decision making of the balance of the group. It is critical that the groups current recruitment and retention strategies continually develop to remain attractive to the new recruits of future, who can develop into the senior leaders of tomorrow.

It should be recognised that this is a long term process of change. This is because staff turnover within senior leadership positions in the company occur less frequently than other more common roles such as sales executives and technicians who currently account for more than 50% of employees. The strategy to attract people into our business in these more common roles and help them develop to senior leaders with the business does sometimes mean that employees will exit the company, because no suitable role for promotion exists at the time they are ready.

Our businesses operated within diverse communities. By widening the reach of our business recruitment into these groups, we believe this leads to better gender and diversity representation across our workforce.

Attracting and retaining the best talent to our business irrespective of their background continues to form one of the pillars of our businesses 3 year development strategy. Demonstrating our committed to being an inclusive and diverse employer.

I confirm that these published figures are an accurate account of our gender pay gap as at April 2023.

Paul Brayley
Managing Director
Brayleys Cars Limited