

# Brayleys Cars Ltd

## Gender Pay Gap Report for 2024

We are an employer **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations which show the differences between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website by 4<sup>th</sup> April 2025.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of men and women employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records **based on the snapshot date of 5<sup>th</sup> April 2024**.

The six calculations required to be published are as follows:

1. average gender pay gap as a mean average:	31%	
2. average gender pay gap as a median average:	18%	
3. average bonus gender pay gap as a mean average:	40%	
4. average bonus gender pay gap as a median average	-11%	
5. proportion of men receiving a bonus payment:	81%	
proportion of women receiving a bonus payment:	57%	
6. proportion of men and women when divided into four groups ordered from lowest to highest pay.		
Lower quartile pay rate:	Men 70%	Women 30%
Lower/Middle quartile pay rate:	Men 62%	Women 38%
Upper/Middle quartile pay rate:	Men 100%	Women 0%
Upper quartile pay rate:	Men 92%	Women 8%

## **Brayleys Cars Ltd Pay Report 2024 Overview**

Brayleys Cars Ltd, in line with the majority if not all motor retail dealerships in the UK, has to contend with the historical fact that the majority of the workforce has been, and continues to be men. This is particularly prevalent within aftersales, for example few women pursue careers to become qualified vehicle technicians. This is similarly so in other dealership jobs apart from clerical, reception and accounting positions which have a greater proportion of women.

As a consequence proportionate numbers of men and women progress to higher management positions. This is reflected in the proportion of men receiving higher salaries and higher bonus payments. A noticeable exception is the increasing proportion of management level women accountants and administrative managers.

Brayleys have already recognised anomalies within our industry and we made a conscious decision to invest in apprenticeship programmes which through its relationships built with local colleges, and through its advertising, is intended to encouraged more applications from women. We expect to see long term rewards through a greater proportion of women progressing into sales and management positions. To this end, the Company is committed to providing training opportunities to its whole workforce, including management development and has introduced robust succession planning.

Brayleys is committed to creating a diverse workplace providing equal opportunities to all. Pay rates for all job roles are the same for men and women. Brayleys continues to offer career development opportunities and has a successful Management Development Programme, which we see as an opportunity to identify and support talented women (and men) for progression in our company.

To the best of my knowledge and belief the calculations relating to our Gender Pay Reporting obligations are accurate and based on actual payroll records.

**Andrew Buswell**

**HR Director**

3<sup>rd</sup> April 2025