



Gender Pay Gap Report 2018

Drive Motor Retail Ltd.

The Gender Pay Gap and what it means

As an employer of over 250 employees, government legislation requires us to publish our gender pay gap. The gender pay gap is the difference between the average salaries of men and women in a specific company. This is different from Equal Pay which requires that men and women doing the same job are paid the same salary. A gender pay gap may still exist if there is an uneven distribution of men and women within the company across the pay bands.

Our calculations are based on hourly rates of pay as per 5 April 2017, and on bonuses paid for the year 6 April 2016 to 5 April 2017.

Drive and the Gender Pay Gap

Drive's median gender pay gap stands at 13.5%. By using the median figure, we are looking at the middle of the distribution which gives us a more meaningful figure rather than looking at the mean, the average, which could be skewed by any individuals at the extreme end of the scale.

Whilst we are pleased to see that our gender pay gap is smaller than the national average of 18.4%, we remain committed to reducing the gap. We do recognise that the Motor Industry has historically had reputation for being a male dominated and wish to do our part to change this. Over the next year we plan to review our people policies and practices including recruitment practices and pay reward and recognition.

Declaration

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

Chris Roberts
Managing Director
Drive Motor Retail Ltd.



Pay Differences

	(%)
Hourly Mean Pay Rate	21.86
Hourly median Pay Rate	13.52
Mean Bonus Payments	35.49
Median Bonus Payments	18.06

Pay Percentage Distributions

	Male (%)	Female (%)
Receiving Bonus	74.68	59.05
Upper Quartile	86.32	13.68
Upper Middle Quartile	77.89	22.11
Lower Middle Quartile	60.53	39.47
Lower Quartile	76.84	23.16