



Gender Pay Gap Report 2019

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 2018, and on bonuses paid for the year 6 April 2017 to 5 April 2018.

Drive and the Gender Pay Gap

Drive's median gender pay gap stands at 15.1%. 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.

Historically the Motor Industry has had a low proportion of female employees and this will distort the gender pay gap. As a company we are committed to address the imbalance and we are constantly reviewing our people policies and practices, including our recruitment policy, pay reward, working hours and recognition programmes.

Declaration

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

Stuart Harrison
Finance Director
Drive Motor Retail Ltd.



Pay Differences

	(%)
Hourly Mean Pay Rate	17.79
Hourly median Pay Rate	15.11
Mean Bonus Payments	39.94
Median Bonus Payments	29.16

Pay Percentage Distributions

	Male (%)	Female (%)
Receiving Bonus	76.12	63.29
Upper Quartile	89.19	10.81
Upper Middle Quartile	79.03	20.97
Lower Middle Quartile	61.62	38.38
Lower Quartile	79.03	20.97