

Introduction

The publishing of Gender Pay Gap statistics is required for all employers with a payroll of 250 employees or more to show the gap in pay between male and female employees. The requirement to publish was introduced by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A pay gap is a measure of the difference between the average hourly earnings of men and women, and can arise from a variety of factors. It should not be confused with pay inequality which is the unlawful practice of paying men and women differently for performing the same or similar work of equal value.

Commentary

The Group operates in historically male dominated businesses, namely the retail motor trade and coach transportation.

In recent years the Group has seen a greater proportion of women in management and senior roles, but with men forming a significantly higher proportion of the workforce and those senior roles, a Gender Pay Gap is entirely to be expected.

However, the initial introduction of coronavirus restrictions coincided with the GPG reference date of 5 April 2020, and the closure of operating sites and the suspension of coach services resulted in over 90% of all group employees being furloughed. This considerably restricted the number of employees who were Full Pay Relevant Employees during the pay period under review. As a result, the statistics relating to the hourly rates of pay and quartile splits are not representative of the wider body of employees working under normal conditions. While these show considerable improvement in the pay gap in the motor trade companies and worsening in the coach hire company, we recognise that these movements reflect the number of female employees in business critical roles in each company who continued working, and do not anticipate the values would have changed significantly under normal business conditions.

Bonus statistics which relate to the previous twelve month's pay will be more representative of normal working numbers of employees, with the motor trade companies showing increases in proportion of both male and female employees receiving bonuses. The predominance of male employees in senior roles continues to influence differences in mean and median bonus pay, however fluctuations in the relatively lower proportion of female employees across each company year on year can make comparison difficult.

The Group remains committed to increasing the proportion of female workers in the upper quartile, in particular occupying sales and management roles within the business, and our efforts to hire and retain those employees continues.

Coach drivers constitute the greatest proportion of employees in the coach transportation operations, and while we employ female drivers, the numbers reflect the available pool of suitably qualified women in that field. Fluctuations in the statistics can be significant due to the small number of female drivers.

Park's Of Hamilton Group
Gender Pay Gap Report 2020

Bonuses paid in the motor trade companies include commissions paid to sales staff, again a predominantly male section of the workforce, and which constitutes a significant proportion of their total earnings. Some coach drivers earn commission on ticket sales, while others earn shift and job related bonuses. This is reflected by the bonus pay gap in our statistics.

The Group is committed to developing a diverse and inclusive workforce, attracting talented employees regardless of gender and providing opportunities at all levels of the organisation that are equally attractive to both men and women. We aim to offer development and training in a variety of fields within the Group across sales, technical and administrative roles such as accounting that will attract more female employees and will naturally result in greater numbers of women in higher paid positions as those roles develop. We believe this will improve our Gender Pay Gap, but we also recognise that achieving true gender balance in our industry will take considerable time and must be considered in conjunction with the need to recruit, retain and develop our employees with our business objectives in mind.

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The following statistics are based on the relevant people employed by each company on 5 April 2020 (comparative figures for 2019 in brackets).

Our Gender Pay Gap statistics

Employer	Difference in mean hourly rate of pay	Difference in median hourly rate of pay	Male employees receiving a bonus	Female employees receiving a bonus	Difference in mean bonus pay	Difference in median bonus pay
Park's Of Hamilton (Townhead Garage) Limited	8.4% (19.4%)	11.4% (15.7%)	59.4% (54.5%)	49.4% (45.3%)	9.3% (53.7%)	30.1% (32.5%)
Douglas Park Limited	-16.3% (8.6%)	-1.9% (17.9%)	71.0% (66.5%)	59.4% (53.6%)	38.8% (26.9%)	16.8% (0.0%)
Park's Of Hamilton (Coach Hirers) Limited	17.8% (6.6%)	7.3% (0.6%)	78.9% (77.9%)	47.4% (57.1%)	31.2% (70.9%)	65.6% (70.9%)

Our employees by quartile

Employer	Upper quartile		Upper middle quartile		Lower middle quartile		Lower quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Park's Of Hamilton (Townhead Garage) Limited	63.2% (91.4%)	36.8% (8.6%)	70.0% (78.8%)	30.0% (21.2%)	70.6% (63.3%)	29.4% (36.7%)	36.8% (80.3%)	63.2% (19.7%)
Douglas Park Limited	66.7% (86.4%)	33.3% (13.6%)	100% (86.4%)	0% (13.6%)	87.5% (67.1%)	12.5% (32.9%)	77.8% (82.7%)	22.2% (17.3%)
Park's Of Hamilton (Coach Hirers) Limited	85.7% (96.4%)	14.3% (3.6%)	100% (95.2%)	0.0% (4.8%)	94.7% (94.0%)	5.3% (6.0%)	100% (90.5%)	0.0% (9.5%)

Statement of accuracy

We confirm that the below information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alasdair Noble
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Park's Of Hamilton (Holdings) Limited