

Sturges Motor Group Gender Pay Gap Report 2018



Sturges
of LEICESTER



At Sturgess Motor Group, we are very aware that our chosen industry is, and is seen to be a very male dominated industry. This is clearly not reflective of society today and we need to help change this perception. The recruitment and career progression of our colleagues has and always will be based on ability and experience rather than gender.

As a business, we welcome the Gender Pay Gap reporting, which we will carry out annually and will continue to encourage a balanced workforce.

A handwritten signature in black ink, appearing to read 'W. E. Sturgess', written in a cursive style.

About Sturgess Motor Group

Sturgess Motor Group has a long-established history as a leading car dealer in Leicestershire. The company was originally founded in 1897 by Walter E. Sturgess when he set up a small shop in the West End of Leicester manufacturing, selling and servicing bicycles known as W.E. Sturgess & Sons.

Since 1897, Sturgess Motor Group has grown to become one of the oldest family-operated motor dealers in the UK and also one of the most respected names in UK motor retailing.

With a strong reputation for outstanding customer service in the local community and a reputation as a leading motor retailer in the wider community, Sturgess Motor Group has been a trusted name for more than 120 years

The Gender Pay Gap Explained

As this is our second year of reporting, we can track our progress by comparing our 2018 results with our 2017 results across our gender pay gap.

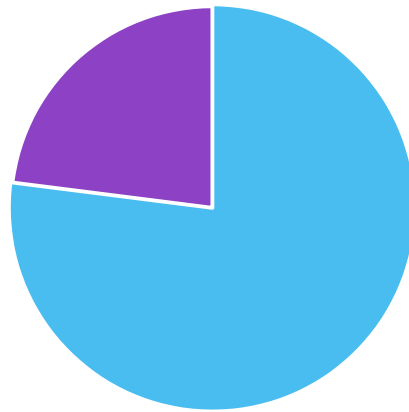
The Gender Pay Gap is the percentage difference between the average pay of men and women across the whole organisation. In April 2017 it became law for companies employing 250 or more people to publish their Gender Pay Gap figures with six separate metrics: mean average hourly pay, median average hourly pay, percentage in mean bonus pay, percentage difference in median bonus pay, proportion of males and females receiving a bonus payment and the proportion of males and females when divided into four equal groups, from lowest to highest pay.

Our Workforce

Below we consider the Gender Pay Gap within our company, in accordance with the government guidelines, outlining the difference in pay between men and women by six separate metrics. The difference between female and men is only slightly lower compared to last year, however we are proud to welcome more females on the management level.

Up to April 2018 we employed 397 people.

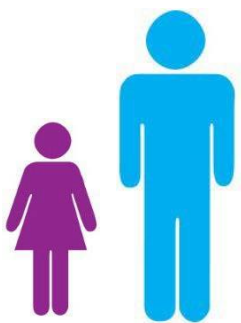
24% Female



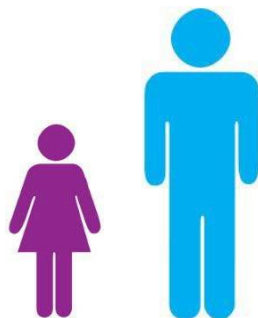
76% Male

Mean & Median Gender Pay Gap

Looking into the mean and median difference of hourly rate of pay between men and women we discovered the following:



**Mean
Gender Pay
Gap: 20%**



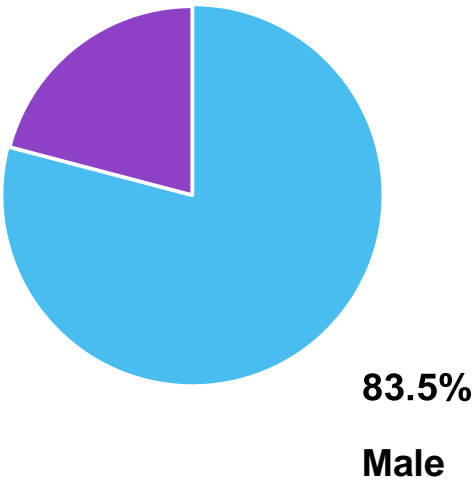
**Median
Gender Pay
Gap: 16%**

The results above demonstrate a difference in the average mean hourly pay between men and women. This is partially due to the uneven split between men and women in all job roles across our group. Therefore, we are working on attracting more female to join the Sturgess Group by promoting and cultivating diversity in the motor industry working environment.

Across these roles in our company we can see that the difference between the average paid woman and man is significantly lower in 2018. We are delighted that 25% of the Sturgess Board is now female. We have also increased the number of females at General Manager level to 20%. This proves that our diversity strategy is already delivering results.

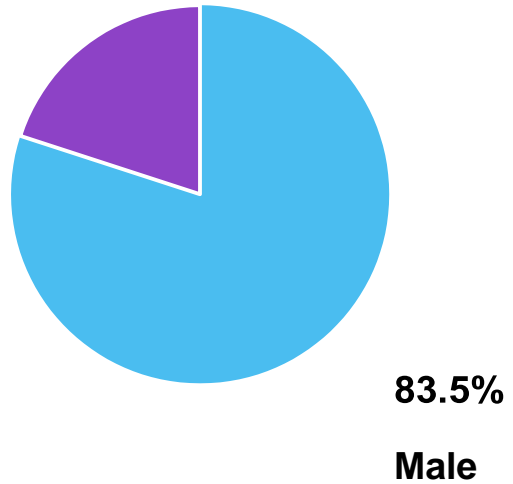
Upper Quartile

16.5% Female



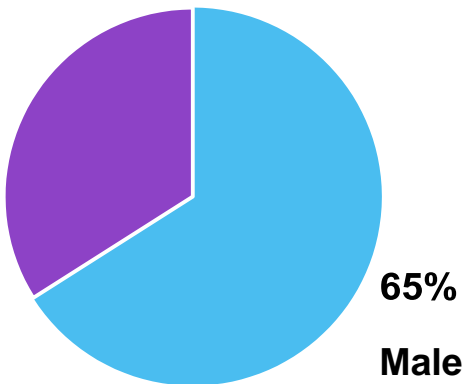
Upper Middle Quartile

16.5%



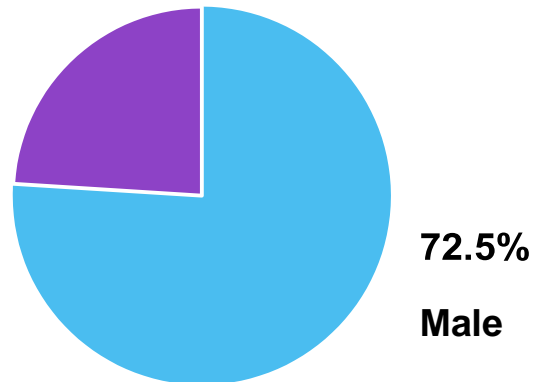
Lower Middle Quartile

35% Female



Lower Quartile

27% Female



While there is a significant majority of men across all four quartiles, we can see that there is a growing percentage of women joining our company that fit in all quartiles. We are concentrating on equal opportunities within Sturgess Group regardless of recruitment or development process. We believe that supporting our employees in their growth, will decrease the gap in each quartile in the future. In 2018 the proportion of women in all quartiles increased.

Gender Bonus Pay Gap

Within Sturgess Motor Group our employees receive bonuses dependent on a number of variables which consist of key performance indicators. The difference between both genders is as follows:



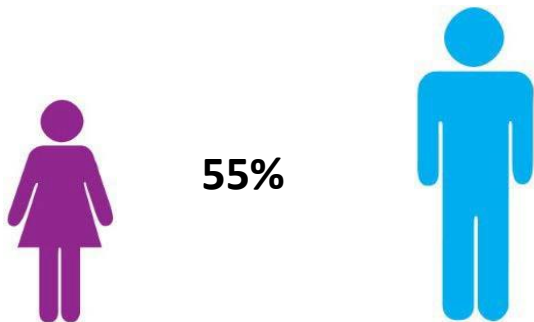
**74% of
males
received
bonus**



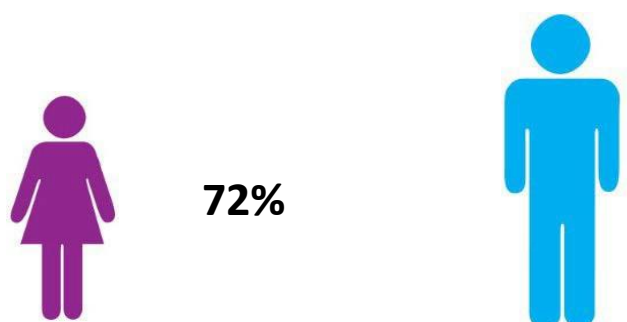
**71% of
females
received
bonus**

As in 2017, we can see that men receive more bonuses compared to our female employees. Where this is a relatively low difference our aim is to bridge this gap further.

**Difference in mean
bonus pay**

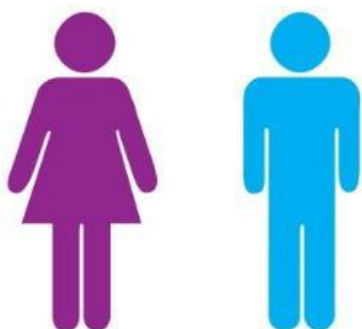


**Difference in median
bonus pay**



- Our mean gender pay gap of bonuses for 2018 is now 55%. This is a 14% decrease when compared with 2017. We are delighted with such reduction and it motivates us to work even harder towards parity.
- Our median gender pay gap of bonuses for 2018 is now 72%. This is an 8% decrease when compared with 2017.

Our commitment to closing the Gender Pay Gap



Our gender pay gap strategy is ongoing, and whilst we are showing a year on year improvement there are still some significant drivers of our gender pay gap which we will continue work hard to rectify through:

1. Recruitment at all levels of the organisation, including apprenticeships and management team. By creating in house recruitment, we are able to dedicate more time to approach and recruit from a diverse talent pool.
2. Training and development to support growth of our staff within the organisation. We make sure that our employees are offered the right training to not only make them feel comfortable with their roles but also to help them to develop new skills.
3. Staff Retention by promoting internal recruitment and helping staff to work towards their dream job. Sturgess is proud of having many long-term employees with up to 40 years length of service.

Closing Statement

We will continue to create a culture that encourages different views to be valued, be that through appointing new employees or internal promotion and progression.

Addressing any imbalance will be pivotal to our success and our Board is committed to create an environment which encourages a higher proportion of women.