

GENDER PAY GAP REPORT – 2024



We are passionate about ensuring fair and equal opportunities for all of our employees.

Our data shows that we have a higher percentage of male employees in higher paid and more senior roles in the business. The three key categories where this is evident is within our technicians, our car sales executives and our managers/directors. In total just over 8% of these three groups are female. We are confident that all employees working in equivalent roles are paid equally.

We have taken action in all areas to try and encourage a greater number of female applicants into our business by being more flexible with working hours and changing job roles. Where possible we encourage female members of staff to look at progression with the group through our Management Development Programme. We will continue to monitor gender diversity throughout our business and make steps to create a more gender balanced environment.

Our results under Gender Pay Gap Reporting are very similar to our previous year’s report. We have a very settled team within the group and therefore changes will take time to filter through into senior management positions.

Hourly Pay Gap

Women earn 97p for every £1 that men earn when comparing median hourly pay. (A gap of 2.83%).



When comparing mean (hourly) pay, women’s mean hourly pay is 9.24% lower than men’s

The percentage of women in each pay quarter

Women occupy 28.0% of total jobs in the group. Looking at each quartile, Women occupy 17.4% of the highest paid jobs and 26% of the lowest paid jobs

Women Men

Upper hourly pay quarter(highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



Bonus Pay Gap

Women earn 23p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 76.66% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus is 70.4% lower than men's. 94% of women received bonus pay, 92% of men.

During the current period we paid a special cost of living bonus, to most employees. This therefore meant that 94% of women and 92% of men received a bonus. This bonus skewed the overall difference in bonus payments between men and women.