



Gender Pay Gap Report

The Gender Pay Gap

We are required by law to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations require all companies with 250 or more employees on the 5th April 2019 to publish details of their gender pay and bonus gap. The gender pay gap is the difference in the average pay and bonuses of all men and women across an organisation.

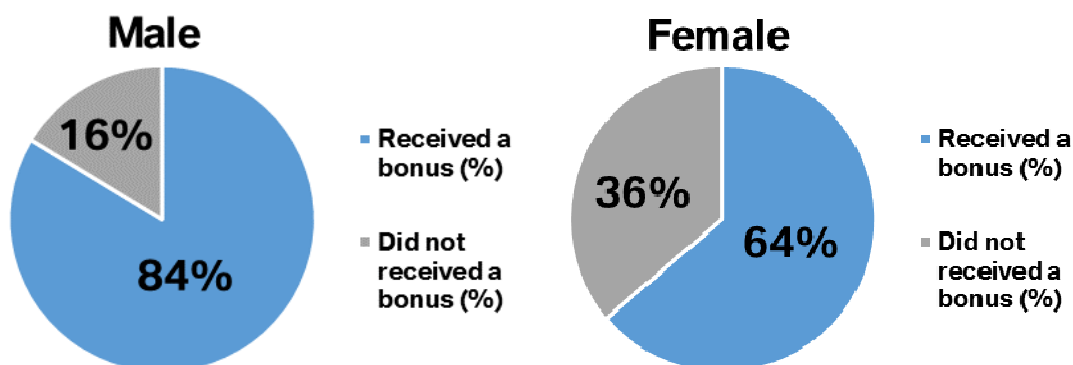
This involves carrying out six calculations which show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

Mean and Median Pay and Bonus Gap

	Differences between men and women	
	Mean	Median
Gender Pay Gap	11.9%	10.6%
Gender Bonus Gap	48.8%	66.6%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2019. It also displays the mean and median difference between bonuses paid to men and women in the year to 5 April 2019.

Proportion of Personnel Awarded a Bonus

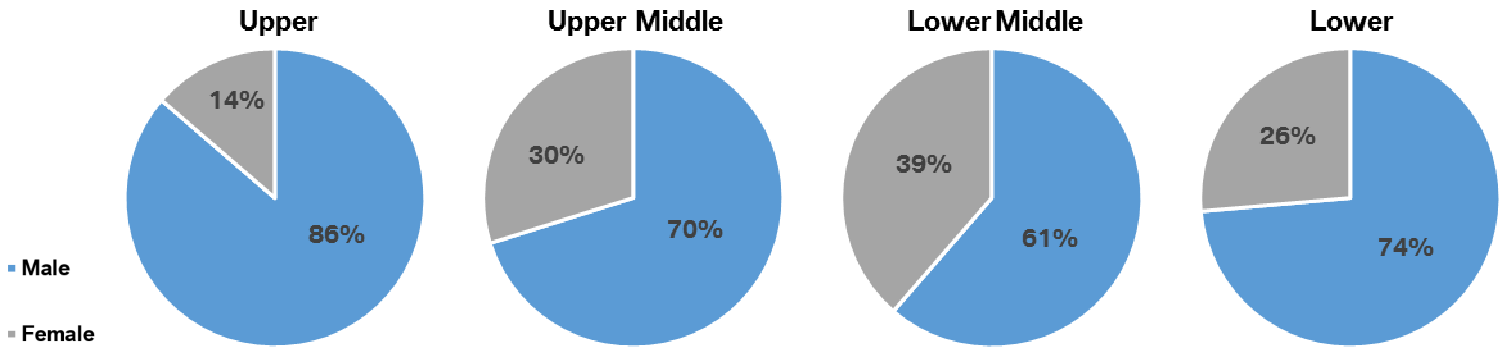


This shows there is a 20% difference between men and women being paid a bonus in the year to 5 April 2019.



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Pay Quartiles



The above images illustrate the gender distribution at Cotswold Motor Group across four equally sized pay quartiles, each containing c.88 members of staff.

Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for men and women. This gap is because of the unequal distribution of men and women across the company, not because of our remuneration policies or practices. The automotive industry has historically been male dominated and this is reflected in our organisation where 73% of our workforce are male and 27% are female for 2018-19 and 2017-18.

Our pay policies and practices are designed to ensure equal pay for equivalent jobs regardless of gender.

I confirm the data reported is accurate.

Mitchell James

Company Secretary