

Gender Pay Gap Report 2020

Gender Pay Gap Reporting Statistics 2020

What is the Gender Pay Gap?

The gender pay gap measures the difference in average pay between male and female employees. It is different to equal pay, which is direct comparison of the earnings between male and female employees in the same role.

The Gender Pay Gap gives a snapshot of the average earnings of men and women in the organisation for those employed on 5 April 2020 and where not furloughed due to the Coronavirus pandemic.

The regulations require reporting on six key measure as follows;

- 1 The mean gender pay gap – this measures the difference between the mean hourly rate for male and female employees
- 2 The median gender pay gap – this measures the difference between the median hourly rate for male and female employees
- 3 The mean gender bonus gap – this measures the difference between the mean bonus earnings for male and female employees
- 4 The median gender bonus gap – this measures the difference between the median bonus earnings for male and female employees
- 5 The proportion of men and women paid a bonus – this measures the difference in the proportion of male and female employees paid a bonus
- 6 Quartile pay bands – this measures the number of male and female employees in each of four pay bands

There are separate calculations for Perrys Motor Sales Ltd and Perrys East Midlands Ltd.

	Perrys Motor Sales Ltd		Perrys East Midlands Ltd	
Mean Gender Pay Gap – difference in mean hourly pay	23.0%		41.1%	
Median Gender Pay Gap – difference in median hourly pay	24.5%		36.7%	
Mean Gender Bonus Gap – difference in mean bonus payment	43.2%		72.3%	
Median Gender Bonus Gap – difference in median bonus payment	54.8%		40.5%	
Percentage of Men and Women receiving a bonus	79.8%		84.0%	
	52.2%		79.0%	

Pay Bandings

	Perrys Motor Sales Ltd		Perrys East Midlands Ltd	
Lower Quartile	36.7%		50.0%	
	63.3%		50.0%	
Lower Middle Quartile	53.3%		33.3%	
	46.7%		66.7%	
Upper Middle Quartile	60.0%		50.0%	
	40.0%		50.0%	
Upper Quartile	69.0%		80.0%	
	31.0%		20.0%	

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