

# W. Brindley (Garages) Limited

## Snapshot date

5 April 2017

## Person responsible for employer's report

Paul Ashcroft (Finance Director)

## Address

55 Penn Road, Wolverhampton, West Midlands, United Kingdom, WV2 4WW

## Nature of business (SIC)

Wholesale and retail trade; repair of motor vehicles and motorcycles

## Employer Size

250 to 499 employees

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## Gender pay gap report

### Difference in hourly rate

#### About mean and median

The mean hourly rate is the average hourly wage across the entire organization, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

### Women's mean hourly rate is **12.3% lower** than men's

In other words when comparing mean hourly rates, **women earn 88p** for every **£1** that men earn.

### Women's median hourly rate is **0.7% lower** than men's

In other words when comparing median hourly rates, **women earn 99p** for every **£1** that men earn.

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## Proportion of women in each pay quartile

#### About quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)

**29.7% of the top quartile are women**

Upper middle quartile

**28.6% of the upper middle quartile are women**

Lower middle quartile

**28.6% of the lower middle quartile are women**

Lower quartile (lowest paid)

**29.2% of the lower quartile are women**

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## **Who received bonus pay**

**50%** of women

**66.3%** of men

## **Difference in bonus pay**

Women's mean bonus pay is **55.4% lower** than men's

Women's median bonus pay is **71.2% lower** than men's

This data has been calculated in accordance with the UK government guidelines on gender pay gap reporting. We are confident that men and women are paid equally for doing equivalent jobs across our business. The company's gender pay gap is driven by a concentration of male colleagues in more senior roles. W Brindley Garages Ltd operates an equal opportunity recruitment policy and candidates are appointed who are best qualified to fulfil the job opportunity in question.