

## **Introduction**

The publishing of Gender Pay Gap statistics is required for all employers with a payroll of 250 employees or more to show the gap in pay between male and female employees. The requirement to publish was introduced by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A pay gap is a measure of the difference between the average hourly earnings of men and women, and can arise from a variety of factors. It should not be confused with pay inequality which is the unlawful practice of paying men and women differently for performing the same or similar work of equal value.

## **Commentary**

The Group operates in historically male dominated businesses, namely the retail motor trade and coach transportation.

In recent years the Group has seen a greater proportion of women in management and senior roles, but with men forming a significantly higher proportion of the workforce and those senior roles, a Gender Pay Gap is entirely to be expected. In 2019 one of the three companies reported in our statistics exceeds the national average difference in average pay of 17.3% (as reported by ONS). Fluctuations in the statistics for the motor trade companies can be attributed to the test period selected being a month in which vehicle sales employees are paid commissions for one of the busiest months of the year, and can therefore be subject to differences in year on year sales volumes. The Group remains committed to increasing the proportion of female workers in the upper quartile, in particular occupying sales and management roles within the business, and our efforts to hire and retain those employees continues.

Coach drivers constitute the greatest proportion of employees in the coach transportation operations, and while we employ female drivers, the numbers reflect the available pool of suitably qualified women in that field. Fluctuations in the statistics can be significant due to the small number of female drivers.

Bonuses paid in the motor trade companies include commissions paid to sales staff, again a predominantly male section of the workforce, and which constitutes a significant proportion of their total earnings. Some coach drivers earn commission on ticket sales, while others earn shift and job related bonuses. This is reflected by the bonus pay gap in our statistics.

The Group is committed to developing a diverse and inclusive workforce, attracting talented employees regardless of gender and providing opportunities at all levels of the organisation that are equally attractive to both men and women. We aim to offer development and training in a variety of fields within the Group across sales, technical and administrative roles such as accounting that will attract more female employees and will naturally result in greater numbers of women in higher paid positions as those roles develop. We believe this will improve our Gender Pay Gap, but we also recognise that achieving true gender balance in our industry will take considerable time and must be considered in conjunction with the need to recruit, retain and develop our employees with our business objectives in mind.

**Park's Of Hamilton Group  
Gender Pay Gap Report 2019**

The following statistics are based on the relevant people employed by each company on 5 April 2019 (comparative figures for 2018 in brackets).

**Our Gender Pay Gap statistics**

Employer	Difference in mean hourly rate of pay	Difference in median hourly rate of pay	Male employees receiving a bonus	Female employees receiving a bonus	Difference in mean bonus pay	Difference in median bonus pay
Park's Of Hamilton (Townhead Garage) Limited	19.4% (15.8%)	15.7% (11.1%)	54.5% (54.5%)	45.3% (46.5%)	53.7% (45.1%)	32.5% (31.3%)
Douglas Park Limited	8.6% (10.7%)	17.9% (10.7%)	66.5% (64.6%)	53.6% (50.0%)	26.9% (15.6%)	0.0% (-3.8%)
Park's Of Hamilton (Coach Hirers) Limited	6.6% (7.0%)	0.6% (4.0%)	77.9% (77.2%)	57.1% (30.0%)	70.9% (76.6%)	89.9% (31.1%)

**Our employees by quartile**

Employer	Upper quartile		Upper middle quartile		Lower middle quartile		Lower quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Park's Of Hamilton (Townhead Garage) Limited	91.4% (89.4%)	8.6% (10.6%)	78.8% (80.0%)	21.2% (20.0%)	63.3% (67.8%)	36.7% (32.2%)	80.3% (84.3%)	19.7% (15.7%)
Douglas Park Limited	86.4% (84.6%)	13.6% (15.4%)	86.4% (92.3%)	13.6% (7.7%)	67.1% (66.7%)	32.9% (33.3%)	82.7% (89.9%)	17.3% (10.1%)
Park's Of Hamilton (Coach Hirers) Limited	96.4% (95.3%)	3.6% (4.7%)	95.2% (97.6%)	4.8% (2.4%)	94.0% (100%)	6.0% (0%)	90.5% (88.4%)	9.5% (11.6%)

**Statement of accuracy**

We confirm that the below information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alasdair Noble  
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