

WEST WAY NISSAN - Gender Pay Gap Report 2021

We are an employer **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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

We are required to publish the results on our own website and a government website by 4th April 2022.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of men and women employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records **based on the snapshot date of 5th April 2021**.

The six calculations required to be published are as follows:

1. average gender pay gap as a mean average:	11.0%	
2. average gender pay gap as a median average:	10.4%	
3. average bonus gender pay gap as a mean average:	17.1%	
4. average bonus gender pay gap as a median average:	5.4%	
5. proportion of men receiving a bonus payment:	91.5%	
proportion of women receiving a bonus payment:	69.0%	
6. proportion of men and women when divided into four groups ordered from lowest to highest pay.		
Lower quartile pay rate:	Men 71.3%	Women 28.7%
Lower/Middle quartile pay rate:	Men 82.4%	Women 17.6%
Upper/Middle quartile pay rate:	Men 77.8%	Women 22.2%
Upper quartile pay rate:	Men 83.3%	Women 16.7%

West Way Gender Pay Report 2021 Overview

Our fourth Gender Pay Gap report based on earnings to the snapshot date of 5th April 2021, shows a significant narrowing in the pay gap when compared with previous years. The figures should be viewed with a degree of caution due to a number of employees in the period being furloughed and comparisons with previous years having been affected significantly due to Coronavirus and furlough.

West Way, in line with the majority if not all motor retail dealerships in the UK, has to contend with the historical fact that the majority of the workforce has been, and continues to be men. This is particularly prevalent within aftersales, for example few women pursue careers to become qualified vehicle technicians. This is similarly so in other dealership jobs apart from clerical, reception and accounting positions which have a greater proportion of women.

As a consequence proportionate numbers of men and women progress to higher management positions. This is reflected in the proportion of men receiving higher salaries and higher bonus payments. A noticeable exception is the increasing proportion of management level women accountants and administrative managers in the upper/middle pay quartile.

West Way have already recognised such anomalies within our industry and we made a conscious decision to invest in apprenticeship programmes which through its advertising is intended to encouraged more applications from women. This has been particularly successful in our sales and Nissan Brand Ambassador apprenticeship programmes, introduced 6 years ago and repeated regularly thereafter, which has resulted in a number of very successful women joining our industry. We expect to see long term rewards through a greater proportion of women progressing into sales and management positions. To this end, the Company is committed to providing training opportunities to its whole workforce, including management development and has introduced robust succession planning.

We continue to see higher numbers of women employees employed in management and sales positions, resulting in the earnings and bonus gaps narrowing.

West Way is committed to creating a diverse workplace providing equal opportunities to all. Pay rates for all job roles are the same for men and women. West Way is an accredited Investor in People and has introduced a set of company values as determined by its workforce – FITTER – Fairness, Integrity, Teamwork, Trust, Excellence, Respect. West Way continues to offer career development opportunities through a customer service and sales focused Brand Ambassador apprenticeship programme and has introduced a Management Development Programme, which we see as opportunities to identify talented women for progression in our company.

To the best of my knowledge and belief the calculations relating to our Gender Pay Reporting obligations are accurate and based on actual payroll records.

Jon Roberts
Managing Director

22nd March 2022