

GENDER PAY GAP NARRATIVE: 2021

Introduction

Assured Group is the UK's largest privately owned vehicle preparation company, serving all sectors of the automotive industry. As a group it provides a range of services provided through its' various Limited companies.

This report relates to **Assured Group Ltd**, which is the largest privately owned company in the UK specialising in vehicle preparation services.

Assured Group's Equal Opportunities Policy, states:

The Company is an equal opportunity employer and is committed to a policy of treating all its employees, workers and job applicants equally. The Company will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, selection for redundancy and dismissal.

Data

In accordance with Gender Pay Gap legislation, the company started reporting its' data in 2017. For April 2021, the data is based on the following headcount, with 2020 and 2017 for comparison:

	2021	2020	2017
Male	254	347	276
Female	50	61	39
Total	304	408	315

Largely due to the effects of COVID-19 pandemic, the number of employees and workers has substantially decreased since the last report in 2020, by nearly 100 personnel. This has had a corresponding negative effect on differentials, with the company seeing the first slowing down in 4 years of reporting upward trends.

The data reported on <https://gender-pay-gap.service.gov.uk> is as follows:

Difference in Mean hourly rate of pay: 19.10%, a decrease from 22.2% in 2017.

Difference in Median hourly rate of pay: 10.66%, also decreased from 13.1%

Difference in Mean bonus pay: 98.23%, an increase from 68.2%

Difference in Median bonus pay: 86.11% an increase from 67.38%

Percentage of employees who receive bonus pay:

Male: 18.11% decreased from 24.3

Female: 6.00% decreased from 23%

Employees by pay quartile	Male		Female	
	2017	2021	2017	2021
Upper quartile	90%	90%	10%	10%
Upper middle quartile	95%	83%	5%	17%
Lower middle quartile	84%	82%	16%	18%
Lower quarter	82%	81%	18%	19%

Conclusions

In common with most of this industry sector, a very high proportion of Assured Group's employees are male, at 83% of its total headcount. Despite this, the ratio of females to males has steadily increased since reporting began in 2017.

Having analysed the figures behind the top level data, Assured Group is satisfied that the data reflects the proportion of male vs female employees in the business.

It would also factor in that Assured Group is one of only a few companies in our industry that is privately owned and financed. As such, the top level information provided includes the pay data of the company's 4 male shareholders, which naturally affects the overall figures.

Comparing the latest data with 2017 and the intervening years which have been reported, overall there has been a positive difference in gender pay gap differentials, especially as the percentage of female personnel has increased year on year.

The drastic loss of headcount due to the effects of the Coronavirus pandemic has also had notable impacts on the figures for this year. As the Company works towards recovery and future growth, it anticipates that the differentials will continue to decrease in line with the positive progress originally made.

Finally, as a business Assured Group Ltd remains committed to continuing to uphold the principles of its Equal Opportunities Policy and assessing where it can positively promote the rights and interests of a very diverse range of employees in all aspects of their work.