



Winning Together

# Vines Ltd 2017 / 2018 Gender Pay Gap Report



VINES GROUP





## INTRODUCTION

Vines is required by law to annually publish our annual gender pay gap under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

It should not be confused with Equal Pay which relates to males and females being paid equally for the same or similar work. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex. We support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and inline with The Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

## OUR BUSINESS AND PEOPLE

Vines are the largest privately owned BMW and MINI Group in the South East, and our people are fundamental to our success. The core focus of daily life are our three very simple brand values –

**Positive** - warm and welcoming.

**Supportive** - work as one team.

**Integrity** - do what you say you will do.

Living by these three brand values and combining them with our mission statement of 'Inspiring Each Other to Delight our Customers' Vines is a truly all-inclusive, people focused company to work for.

Vines believes in equal opportunities and equal treatment for all colleagues regardless of Gender, Race, Religion, Belief, Age, Marriage or civil partnership, Pregnancy, Sexual orientation, Gender reassignment or Disability.

Vines truly believe that all colleagues should have the opportunity to develop and fulfil their potential in a safe, supportive and all-inclusive environment.

Sean Kelly  
**Managing Director**



Elaine Farley  
**Group HR Manager**

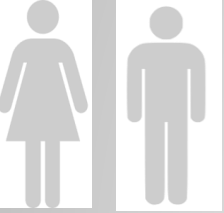


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# OUR FINDINGS 2017 / 2018

## Gender Split





26% 74%

## GENDER PAY GAP

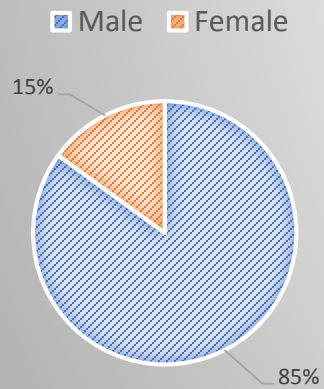
	2017	2018	variance
Mean (average)	30.3%	39%	8.7% 
Median (middle)	22.6%	11.5%	11.1% 

## GENDER BONUS GAP

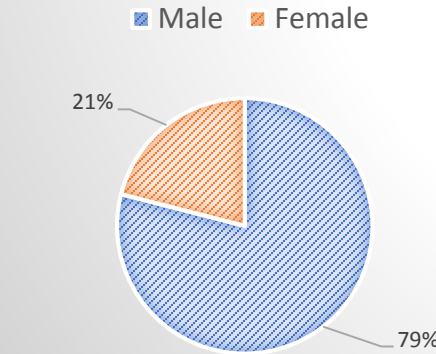
	2017	2018	variance
Mean (average)	57.6%	48.5%	9% 
Median (middle)	72.3%	39.4%	32.9% 

## Pay Band Quartiles

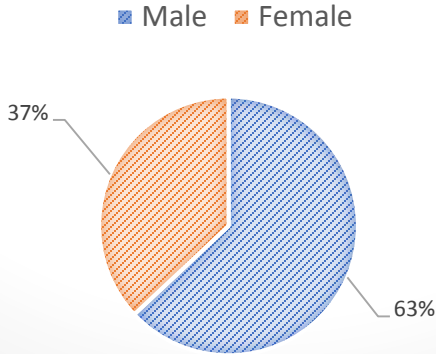
### UPPER QUARTILE



### UPPER MIDDLE



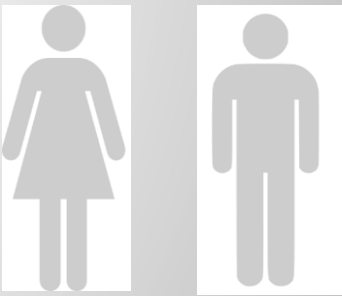
### MIDDLE



### LOWER MIDDLE



## Proportion of employees receiving a bonus



68% 83%

4% improvement on 2016/2017



## CLOSING THE GAP

The Automotive Industry is historically a male dominated environment, our business remains predominantly male biased which has an impact our gender pay gap. Additionally there is a greater proportion of men than women in senior positions, which subsequently results in higher salaries. However there were a number positives from the 2017/2018 report;

- We reduced our median gender pay gap by 11.1%
- We improved our mean gender bonus gap by 9%
- Our median gender bonus gap reduced by 32.9%
- The percentage of females receiving a bonus increased 4%
- The percentage of females in the 2 upper quartile quadrants increased by 4%

We accept there is still more to be done to reduce our Gender Pay Gap but some of our commitments to closing the gap are;

- We are committed to helping all employees achieve their potential throughout their career at Vines; including New starter induction programmes, a dedicated internal Sales Training programme, regular performance reviews along with succession planning.
- We remain confident that our processes for pay and reward are fair, but we recognise that there is continued room for improvement, particularly with the imbalance of males to females in management, sales and technician roles.
- We have processes in place to strive for equality through our recruitment and retention practices, including implementing Diversity in the Workplace training for our managers.
- Proactive awareness and involvement in women in the work place programmes
- We have an increased focus on attracting women into the industry, particularly via our Apprenticeship scheme and reaching out to local schools and colleges to attract young people into the automotive industry



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