

GENDER PAY GAP NARRATIVE: 2019

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 is focussed solely on **Assured Group Ltd**, which is the largest 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 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.

In accordance with Gender Pay Gap legislation, the company reported its' data for 5 April 2017 and 2018, based on the following headcount:

	2018	2017
Male	325	276
Female	56	39
Total	381	315

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

Difference in Mean hourly rate of pay: 20.28, a decrease from 22.2% in 2017.

Difference in Median hourly rate of pay: 14.13%, an increase from 13.1%

Difference in Mean bonus pay: 61.63, a decrease from 68.2%

Difference in Median bonus pay: There is now no difference between males and females 0% -100%

Percentage of employees who receive bonus pay:

Male: 27.38% increase from 24.3

Female: 19.64% decreased from 23%

Employees by pay quartile	Male		Female	
	2017	2018	2018	2018
Upper quartile	90%	94%	10%	6%
Upper middle quartile	95%	89%	5%	11%
Lower middle quartile	84%	80%	16%	20%
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 88% of its total headcount.

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.

We 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 shareholders, which naturally affects the overall figures.

Comparing last year with this years' figures, overall there has been a positive difference, in gender pay gap differentials.

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.