Welcome

Fairness is at the heart of everything we do at Harwoods. It is how we treat our customers and how we treat each other within the workplace. This is our second report.

The pay gap reported here reflects the gender balance within Harwoods Group as at April 2018. It measures the difference between the average earnings of all male and female employees, irrespective of their role, length of service or seniority.

Guy Harwood
Chairman

Paul Suter
Finance Director

Gender Pay Gap Report

The automotive industry is traditionally male dominated and we’re working hard to redress the gender imbalance within our company. As a result, the Harwoods Group is supportive of the Government’s decision to require big employers to publish their gender pay gap statistics.

Our aim is to ensure all departments and divisions throughout the business are committed to attracting, retaining and developing the careers of female employees. In turn, this will make our workforce more reflective of our customers.

Women’s hourly rate is...

10.77% lower than male (mean) 7.18% lower than male (median)

The figures for both mean and median hourly rate and bonus are entirely reflective of the demographic of our organisation. Our business has more males at senior level and as such our average male salary (mean and median) is higher than our average female salary. This pay gap will continue to exist until we achieve a fair representation of males and females at all levels, which is something we are working hard to achieve.

Women’s bonus pay is...

69.93% (mean) 55.01% (median)

Our sales division earn commissions for cars sold and are some of the biggest bonus earners in the company. The bonus gap is a consequence of the company having a significantly larger proportion of men within sales. We are committed to bringing more women into our sales division to redress the balance.
How we will improve the gender pay gap

We know that it will take time to change the make-up of our workforce. We are committed to taking action to reduce our pay gap and we recognise that there is work for us to do, especially in rebalancing the gender mix in our senior roles.

Recruitment

In the majority of our recruiting roles we have traditionally received more applications from males than we do from females. In future recruiting marketing we will do more to encourage and ensure a better gender balance of candidates for these roles.

Our workforce

Being part of the what has been a male dominated automotive industry, it is no surprise that the Harwoods Group has an uneven gender split between males and females. But in the past five years we have made significant improvements in the following areas:

Sales departments: The number of females joining our sales departments continues to grow. Two of our sales managers are female.

Apprentices: We are actively encouraging females to join our apprenticeship programme.

Aftersales departments: The number of females within our aftersales division has increased.

Accounts department: Our Group Financial Controller is a female who developed her career with Harwoods.

Marketing department: Our Group Marketing Manager is female, as is our contact centre manager.

We are proud to have more women involved in all areas of our business and we are looking forward to building on the progress we have made.

Pay quartiles

How many males and females are in each quarter of the employer’s payroll.

Staff gender balance

Female 25% Male 75%