

# Midlands Truck & Van Ltd Gender Pay Gap Report



Midlands Truck and Van  
Mercedes-Benz Commercial Vehicles

Birmingham | Coventry | Wolverhampton  
[www.midlandstruckvan.com](http://www.midlandstruckvan.com)



# Midlands Truck & Van Ltd



Midlands Truck & Van are an automotive business that operates in the Commercial Vehicle sector which is primarily a male dominated environment due largely to a manual labour dominance within our workshops. However, we are endeavouring to redress the gender imbalance within our business which needs to commence in the first instance from our productive workforce which is 100% male. The business actively encourages the recruitment of apprentices and works on a balanced ratio of 4:1 from a productive perspective however, the business sector does not attract female apprentices. Midlands Truck & Van are supportive of the Governments guidelines for large companies in excess of 250 employees and as such are happy to publish their gender pay gap statistics.

Our aim as a business in the automotive sector is to ensure all areas of our business which include productive personnel, administration, Sales personnel and senior Management are committed to attracting, retaining and developing the careers of female employees. By adopting this business approach the core business footprint will be more reflective of our customer base.

## Our Values

**Commitment**

**Honesty**

**Trust**

**Understanding**

I confirm that Midlands Truck & Van Ltd

Gender pay gap calculations are accurate and meet the requirements of The Equality Act

2020-2021 (Gender Pay Gap Information)

A handwritten signature in black ink, appearing to read 'Steve Hunt', is written on a light grey rectangular background.

**Steve Hunt**  
Managing Director

# The Gender Pay Gap Report



We (Midlands Truck & Van Ltd) are an employer required by law to produce a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017.

The four areas we are focusing on are as follows:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work.

## **What is the mean hourly pay gap?**

This is the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the median hourly pay gap?**

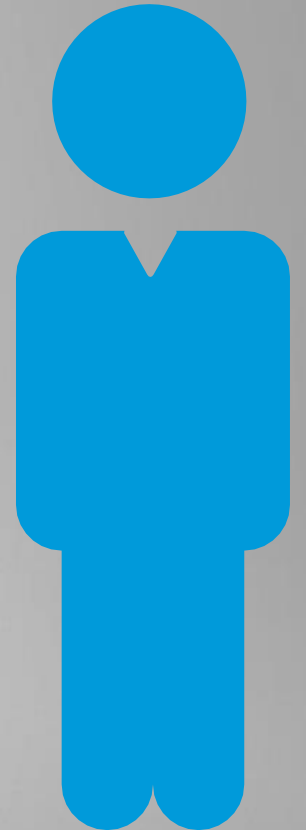
This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the bonus proportion of males and females receiving a bonus payment?**

This is the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

## **What is quartile pay?**

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.





# Our People Make Us Who We Are

## **Women's Hourly Rate...**

The figures published for both mean and median hourly rate and bonus are entirely reflective of the demographics of our business. Our business has more male employees in not only the productive workshop element of the business but this is also emulated within senior Management, as such our average mean and median is higher than our average female salary. Career progression within our business has dictated at senior Management level a male dominance with appointments being secured either internally or from other motor trade businesses which again reflect a male dominated working environment. The lack of female employees joining not only our business but those businesses in the same business sector is the core component giving rise to the gender pay gap currently being experienced by Midlands Truck & Van. The pay gap will continue to exist until we achieve a fair representation of males and females at all levels of our business which is a desire we are trying to achieve. Our current female employees account for 18.0% of the workforce with the 82.0% being male.

## **Women's Bonus Pay...**

Our bonus payments are once again geared heavily towards the male employee for commission's earned primarily on the sale of new and used Truck & Van which within our business are some of the largest bonus earners in the Company. The bonus gap is a consequence of the business having a significantly larger proportion of men working within the sales environment. We are committed to bringing more women into our Sales Departments to redress the balance.

## **Our Workforce...**

Operating within the Automotive business sector it is primarily a male dominated industry, Midlands Truck & Van understands that within this sector there is a high dominance of male to female employees creating what we are experiencing in the form of an uneven gender split between male and female employees, but as a business we believe we are making significant strides in the right direction. Noted below are some significant improvements in the following areas:

**Sales Department:** The number of key female employees joining our business has grown significantly with four of our female employees being managers.

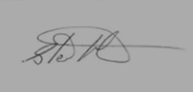
**Apprentices:** The business actively tries to secure female productive apprentices but to no avail however, within marketing we have appointed a female apprentice in addition to a female sales apprentice.

**Marketing:** This department is solely female.

**Aftersales Departments:** The number of females within our Aftersales departments continues to rise in the capacity of Service Advisors, Invoicing Clerks, Parts personnel and more recently Workshop Control which until recently has been a 100% male role.

**Accounts Department:** Operates with only two male employees with the majority being female employees.

As a business we are extremely proud to have women involved in all key areas of our business but moving forward we have an underlying desire to build on the progress that collectively we have all made as one cohesive business.

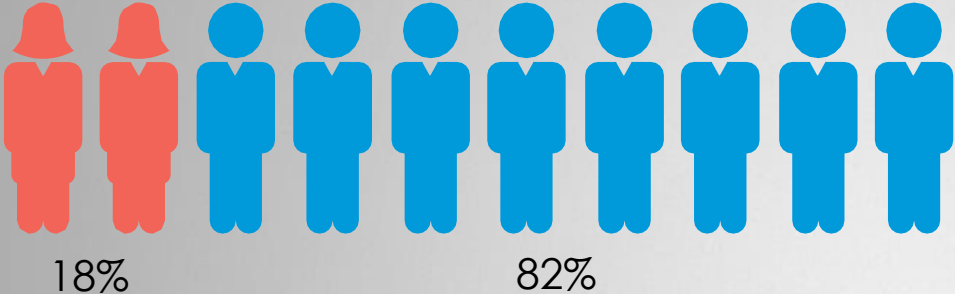


**Steve Hunt**  
Managing Director

# Our Results - Midlands Truck & Van

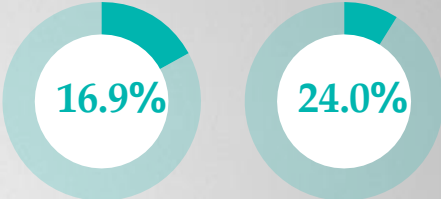
As required, our results below are based on data as of 16th September 2021.

## Our Workforce



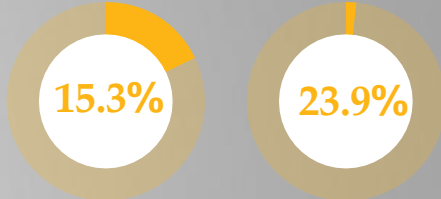
**= 281 employees**

## Mean Pay Gap



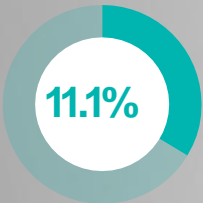
2020-2021 UK Average                      Midlands Truck & Van Ltd Average

## Median Pay Gap

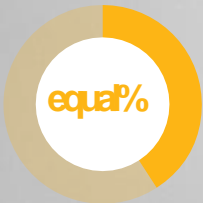


2020-2021 UK Average                      Midlands Truck & Van Average

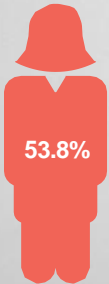
## 2020 – 2021 Bonus results



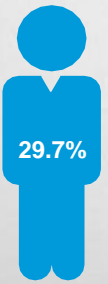
2020-2021 UK Mean Bonus Pay Gap



2020-2021 UK Median Bonus Pay Gap

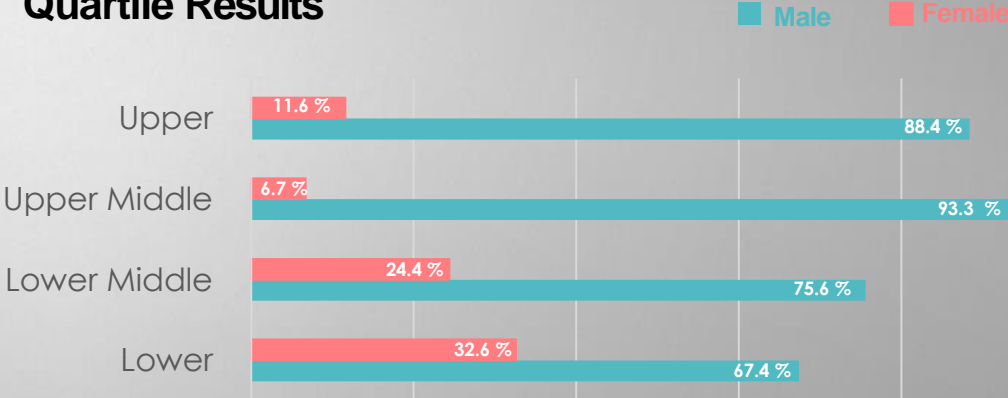


Midlands Truck & Van Females Receiving Bonus



Midlands Truck & Van Males Receiving Bonus

## Quartile Results



Female                      Male