

Woodall Nicholson Limited – Gender Pay Gap Statement 2021/22

The Government requires all employers with over 250 staff to report and publish the details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

Woodall Nicholson Limited, which is a subsidiary entity within the Woodall Nicholson Group, is the combination of the following Branches which collectively have more than 250 employees:

- Coleman Milne, Westhoughton
- Mellor Coachcraft, Rochdale
- VCS Police, Westhoughton

Traditionally, the roles available at these sites have attracted male employees, for example trade type roles such as mechanics, welders, auto electricians and vehicle sub-assembly operatives. Woodall Nicholson Limited encourage female applicants to create a more diverse workforce and in recent years have been successful in employing more women into these types of positions.

Pay is based on the nature of the role; men and women are paid equally in the same role based on skill set not gender.

As at 5th April 2021, the Woodall Nicholson Limited workforce was 11.7% Female and 88.3% male. The majority of male employees work in production roles and majority of women are employed in support office roles.

Gender Pay Gap Statistics

Percentage of Men and Women in each hourly pay quartile

	Lower	Lower Middle	Upper Middle	Upper
Males	80.9%	94%	94.1%	85.1%
Females	19.1%	6%	5.9%	14.9%

Mean and Median Gender Pay Gap using Hourly Pay

Mean 3.5%

Median 4.3%.

Percentage of Men and Women who received Bonus

Female 85.3%

Male 83.6%

Mean and Median Bonus Gender Pay Gap Percentage

Mean 50.8%

Median 25%

Comparisons and Commitment

Our headcount has reduced by 4.6% compared against last year, however we now have a higher proportion of women employed in the upper quartile.

We are aware that staff paid furlough in this tax year will have impacted our results. All of the data provided is accurate and supplied in line with the Government requirements to publish.

Woodall Nicholson will continue to review our annual gender pay gap results year on year and ensure all our staff are supported within their chosen career, paid appropriately for their role.

- Jon Sharrock – Group Finance Director