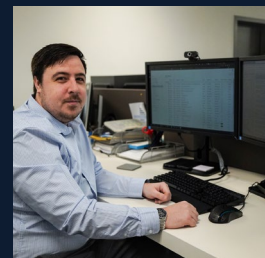




# Gender Pay Gap Report 2022.

*Dick Lovett (Specialist Cars) Ltd*



‘Our Purpose is to provide exceptional service to all of our customers. To ensure that we do so, we recruit people with the right attitude and skills regardless of age, sex, or creed.’

**Peter Lovett - Chairman of Dick Lovett**

# Introduction.

Dick Lovett is a family-owned business representing some of the most prestigious automotive brands within the industry. We pride ourselves on having some of the best people in the business through recruiting individuals who have the right attitude and share our passion for delivering a great customer experience.

Our 2022 results identify the need to constantly review how we attract, develop, and retain our talent, whilst remaining competitive with benefits so that we continue to close the gap for our male and female colleagues in all levels of our business.



# Pay Hourly Rate

2022	Dick Lovett
Mean	18.12%
Median	19.24%

# Pay Quartiles



Lower Quartile      Lower Middle Quartile      Upper Middle Quartile      Upper Quartile

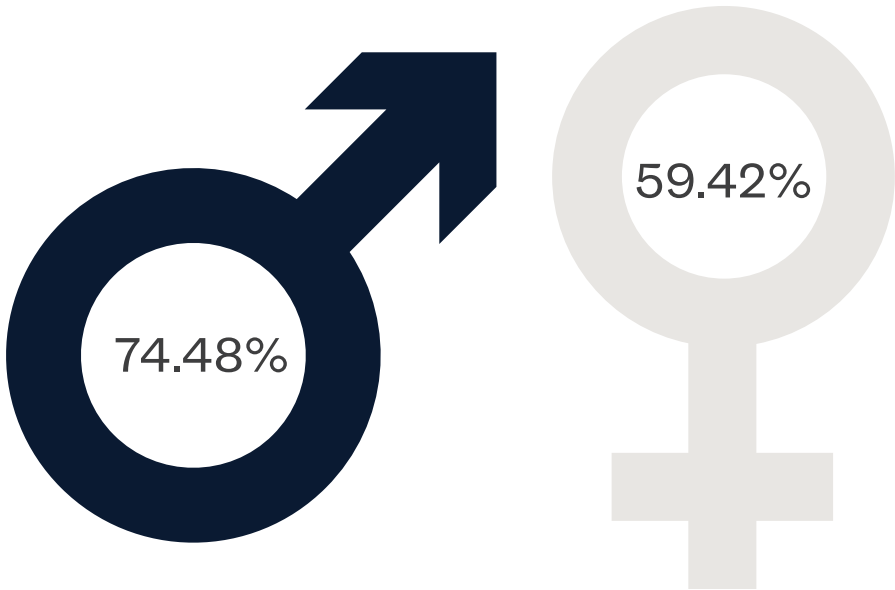
Male      Female

Quartile	Male	Female
Lower	74.59%	25.41%
Lower Middle	59.46%	40.54%
Upper Middle	84.32%	15.68%
Upper	87.57%	12.43%

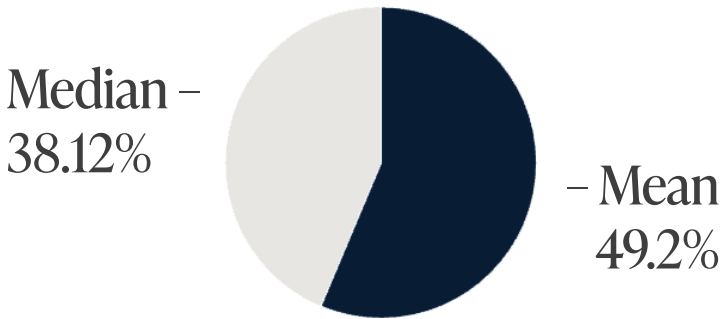
At the time of reporting on 5th April 2022, we had a headcount of 740 employees, which was made up of 76.85 % male and 23.15% female.

# Bonus Pay

Percentage of staff who receive a bonus:



Bonus pay difference between Male and Female:



Our median has dropped from last year which was 60%, however bonus is not awarded to some roles e.g. Accounts, Personnel, or Reception teams, and most of these roles are currently occupied by females. Last year, we also rebalanced some roles which were previously bonus related by increasing their basic pay and removing the bonus element, which explains the gap at this time.



# How are we working to address the gap?

## Attract – Where people aspire to work

- Recruitment campaigns targeting female apprentices into predominantly male roles i.e. Bodyshop Technicians and Workshop Technicians
- Recruitment events to attract talent that we can grow from within
- School and college engagements to increase knowledge and awareness of career opportunities in the industry for all genders

## Develop – Being the best at what we do

- Strong on-boarding experience
- Tailored training plans to support anyone starting in our business
- Talent Pathways to develop our future management
- Leadership and Personal development programmes
- Best Practice Cohorts across our group to develop talent

## Retain – Looking after our people

- Enhanced company sick pay
- Flexible and hybrid working
- Regular pay and bonus reviews through benchmarking exercises



# Summary Statement

We are immensely proud of what we do here at Dick Lovett, and we live by our mission statement of 'Customer Satisfaction Through Staff Satisfaction.' We believe that the annual reporting of the Gender Pay Gap will allow us to continually review how we are doing. As a family business, we understand the demands that the everyday world puts on parents and carers. We are committed to continually looking at how we can make our working life more flexible and family friendly, allowing females to be considered for more senior roles, and furthermore, how females enter our working environment.

We understand that we cannot change the history of this industry in a moment, and we therefore may not see quick wins in the statistics overnight. However, we are committed to laying foundations in offering an environment that provides opportunity for all.

This report covers employees of Dick Lovett (Specialist Cars) Ltd incorporating all the franchises we represent.

As the Head of Personnel, I have enjoyed an amazing career in the automotive industry, and I am pleased to confirm that the information contained in this report is accurate.



Sarah Turner Chartered FCIPD  
Head of Personnel  
Dick Lovett (Specialist Cars) Ltd



Dick Lovett (Specialist Cars) Ltd  
Registered Office:  
The Copse,  
Frankland Road,  
Blagrove,  
Swindon,  
Wiltshire,  
SN5 8YW

Incorporated and registered in England & Wales under Company No: 2567241

[www.dicklovett.co.uk](http://www.dicklovett.co.uk)

