

GENDER PAY GAP 2020-21



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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 22.1% lower than men's	Women's median hourly rate is 20.9% lower than men's

When comparing mean hourly rates, women earn **77.9p for every £1** men earn

When comparing median hourly rates, women earn **79.1p for every £1** men earn

PAY QUARTILES

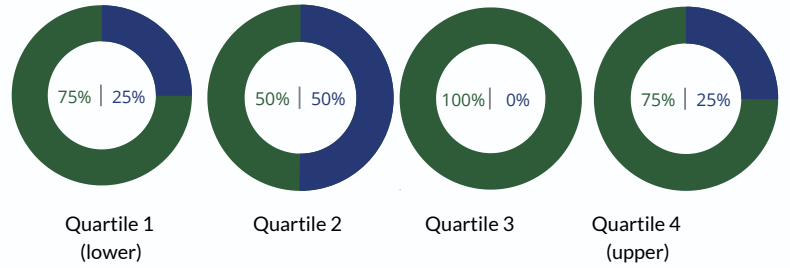
The image below shows the gender distribution at D.M. Keith Limited when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 0.8% higher than men's	Women's median bonus pay is 12.6% lower than men's

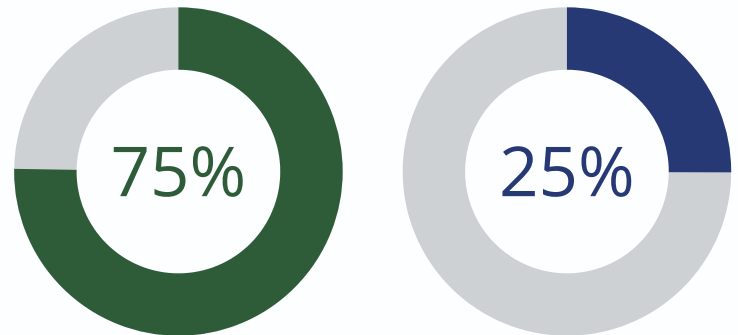
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



This is the first time that D.M. Keith Limited has been required to produce a gender pay gap report. D.M. Keith is looking to achieve gender equality above and beyond the minimum legal requirements with regard to remuneration.

The first point to note is that the snapshot date, 5 April 2020, occurred at the height of the first lockdown and so during very unusual circumstances, which were not representative of what business as usual looks like for D.M. Keith.

March and April 2020 were significantly impacted by the fact that at around the time of the snapshot dates, shielding had begun; the country had entered its first lockdown and car dealerships were unable to open and operate during lockdown - moreover, the Coronavirus Job Retention Scheme was in place. These factors, when combined, drastically reduced the sample size. In response to the Covid19 outbreak, car servicing and repair work continued only at one dealership for those key workers essential to the provision of key services, during the snapshot period.

It is difficult to derive a useful meaning from the data, in that it is not a particularly useful snapshot; it is an unusual combination of people working during the unprecedented circumstances that we saw in March 2020 and April 2020. An unprecedented number of employees were unable to work and were furloughed for this period, not receiving their full usual monthly pay. This means that the sample of employees, based on which the mean and median hourly rate gaps have been calculated and also based on which the pay quartiles have been calculated, is very limited.

In summary, this particular report is not particularly useful or representative of the D.M. Keith payroll, in that it does not shed an accurate light on the usual gender pay gap at D.M. Keith Limited.

However, when the report which is due to be published in Spring 2022 (relating to the snapshot date of 5 April 2021) is produced, we should be able to obtain a picture as to what the true and more representative gender pay gap is within the organisation. We are hoping that the report due in Spring 2022 will provide a more useful insight, with less unusual operating conditions produced by the pandemic affecting the extent to which there is a gender pay gap at D.M. Keith.

R Thompson

Rachel Thompson | Director of HR | D.M. Keith Limited

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, D.M. Keith Limited is required to carry out Gender Pay Gap Reporting