

PARKER MOTOR SERVICES LIMITED

GENDER PAY GAP STATEMENT - SNAPSHOT DATE 5 APRIL 2022

Under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017, Parker Motor Services Limited publishes gender pay gap information.

The gender pay gap is the difference in the average pay between men and women, regardless of their roles within the business. This is different to equal pay, which deals with the pay differences between men and women who carry out the same or comparable work.

Parker Motor Services Limited is an equal opportunities employer and is committed to the principle of equal pay.

Gender Pay Gap Information:

Mean Gender Pay Gap:	2.3%
Median Gender Pay Gap:	0.0%
Mean Bonus Gender Pay Gap:	43.9%
Median Bonus Gender Pay Gap:	88.2%

Proportion of Employees Receiving a Bonus Payment:

MALE	FEMALE
37.8%	14.5%

Employees by Pay Quartile:

	MALE	FEMALE
Upper Quartile:	89.9%	10.1%
Upper Middle Quartile:	84.1%	15.9%
Lower Middle Quartile:	77.5%	22.5%
Lower Quartile:	79.6%	20.4%

Person(s) responsible in our organisation:

Robin Parker - Managing Director



PARKER MOTOR SERVICES LIMITED

GENDER PAY GAP STATEMENT - SNAPSHOT DATE 5 APRIL 2021

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Gender Pay Gap Information:

Mean Gender Pay Gap:	4.2%
Median Gender Pay Gap:	0.0%
Mean Bonus Gender Pay Gap:	76.4%
Median Bonus Gender Pay Gap:	78.2%

Proportion of Employees Receiving a Bonus Payment:

MALE	FEMALE
30.6%	22.4%

Employees by Pay Quartile:

	MALE	FEMALE
Male Upper Quartile:	91.9%	8.1%
Upper Middle Quartile:	82.6%	17.4%
Lower Middle Quartile:	79.1%	20.9%
Lower Quartile:	81.4%	18.6%

Person(s) responsible in our organisation:

Robin Parker - Managing Director



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GENDER PAY GAP STATEMENT - SNAPSHOT DATE 5 APRIL 2020

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Gender Pay Gap Information:

Mean Gender Pay Gap:	3.0%
Median Gender Pay Gap:	0.0%
Mean Bonus Gender Pay Gap:	65.0%
Median Bonus Gender Pay Gap:	35.8%

Proportion of Employees Receiving a Bonus Payment:

MALE	FEMALE
28.9%	15.8%

Employees by Pay Quartile:

	MALE	FEMALE
Male Upper Quartile:	87.3%	12.7%
Upper Middle Quartile:	81.4%	18.6%
Lower Middle Quartile:	84.3%	15.7%
Lower Quartile:	85.7%	14.3%

Person(s) responsible in our organisation:

Robin Parker - Managing Director



PARKER MOTOR SERVICES LIMITED

GENDER PAY GAP STATEMENT - SNAPSHOT DATE 5 APRIL 2018

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Gender Pay Gap Information:

Mean Gender Pay Gap:	3.8%
Median Gender Pay Gap:	0.0%
Mean Bonus Gender Pay Gap:	58.9%
Median Bonus Gender Pay Gap:	65.4%

Proportion of Employees Receiving a Bonus Payment:

MALE	FEMALE
31.0%	14.3%

Employees by Pay Quartile:

	MALE	FEMALE
Male Upper Quartile:	90.6%	9.4%
Upper Middle Quartile:	82.1%	17.9%
Lower Middle Quartile:	78.6%	21.4%
Lower Quartile:	85.7%	14.3%

Person(s) responsible in our organisation:

Robin Parker - Managing Director

