

Gender Pay Gap - Halfords Group



Hourly Pay

Mean	6.12%
Median	2.83%



Bonus

Mean	49.22%
Median	0.00%

	41.9%		27.9%
	Received a Bonus		Received a Bonus

	Lower Quartile	74%	26%
	Lower Middle Quartile	71%	29%
	Upper Middle Quartile	83%	17%
	Upper Quartile	83%	17%
			

Halfords Group data is a combination of Group companies.

The mean and median hourly pay gap is less than the national average.

The median bonus payment differential is 0% as there are more colleagues not paid a bonus than receiving one. Mean bonus shows a larger gap, however, the value of the bonus awards is relatively small. There are more men holding senior positions attracting higher bonuses.

Pay and bonus for roles held by both men and women is consistent. The majority of colleagues are on spot rates which makes a significant contribution to this.

Gender Pay Gap - Retail



Hourly Pay

Mean **1.28%**
Median **0.85%**



Bonus

Mean **22.42%**
Median **0%**



26.1%
 Received a
 Bonus



25.5%
 Received
 a Bonus



Lower Quartile

78% 22%

Lower Middle Quartile

64% 36%

Upper Middle Quartile

76% 24%

Upper Quartile

76% 24%

Median and Mean gender pay gap in Halfords Retail is very low.

The median bonus differential is 0%, however looking at the mean there is a 22.4% variance. This is due to more men occupying the more senior positions which attract higher bonus opportunities.

The percentage of men and women receiving a bonus is broadly aligned.

Gender Pay Gap - Autocentres



Hourly Pay

Mean	-2.93%
Median	5.68%



Bonus

Mean	47.70%
Median	70.90%



91.0%
Received a
Bonus



84.9%
Received
a Bonus



Lower Quartile

92% 8%

Lower Middle Quartile

97% 3%

Upper Middle Quartile

98% 2%

Upper Quartile

95% 5%



Mean pay for women is higher than for men. However looking at the median pay rates the midpoint of men's pay rates is higher.

Bonus rates for men are higher due to more men occupying more of the Senior Positions within the pay group. Men are also more likely to receive a bonus than women though the majority of the colleagues received a bonus.

Women make up 5% of the workforce and are more likely to fall into the lower quartile and upper quartile pay ranges.

How we are reducing our gender pay gap

- We are committed to reducing our Gender Pay Gap
- We pay consistently within roles, so our focus is on two areas, firstly increasing the overall number of women at Halfords and secondly increasing the number of women appointed into and promoted into more senior roles.
- Our recruitment process has been enhanced to ensure more females are appointed, and managers have been retrained to support this.
- Internal progression programmes are reviewed and monitored to ensure increasing levels of female applicants.
- We have enhanced maternity pay and have flexible work patterns to match the needs of a broad range of colleagues.
- Our number of women in senior management roles continues to grow.