

GENDER PAY GAP 2025



PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 8.2% lower than men's	Women's median hourly rate is 0.7% higher than men's

When comparing mean hourly rates, women earn **91.8p** for every **£1** men earn

When comparing median hourly rates, women earn **£1** for every **99.3p** men earn

PAY QUARTILES

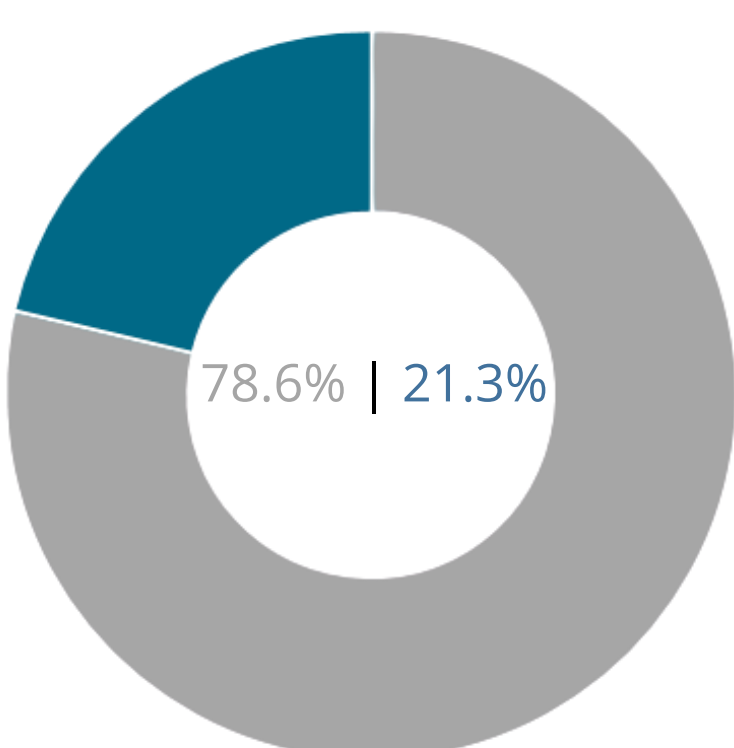
The image below shows the gender distribution at City West Country Limited when colleagues are placed into four equally sized quartiles based on pay



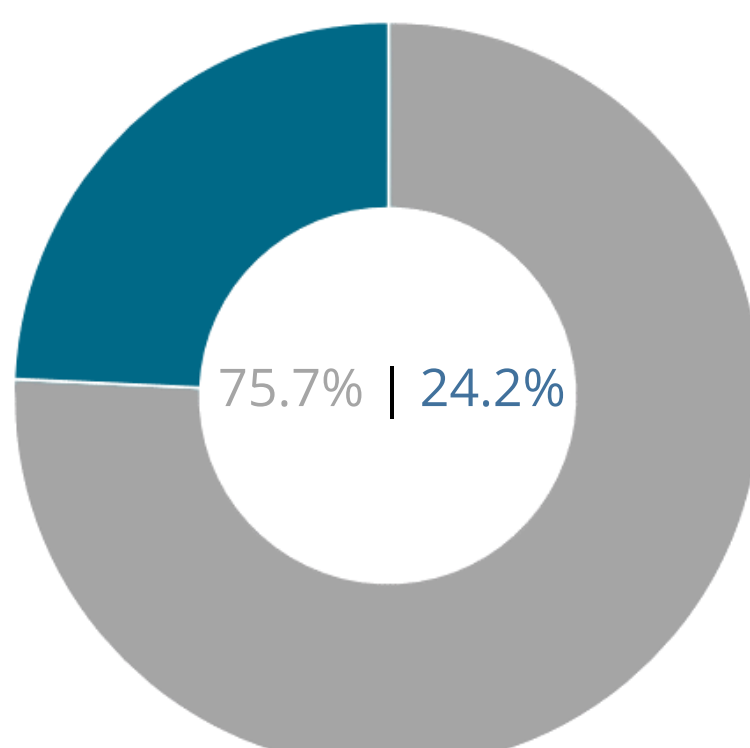
MALE



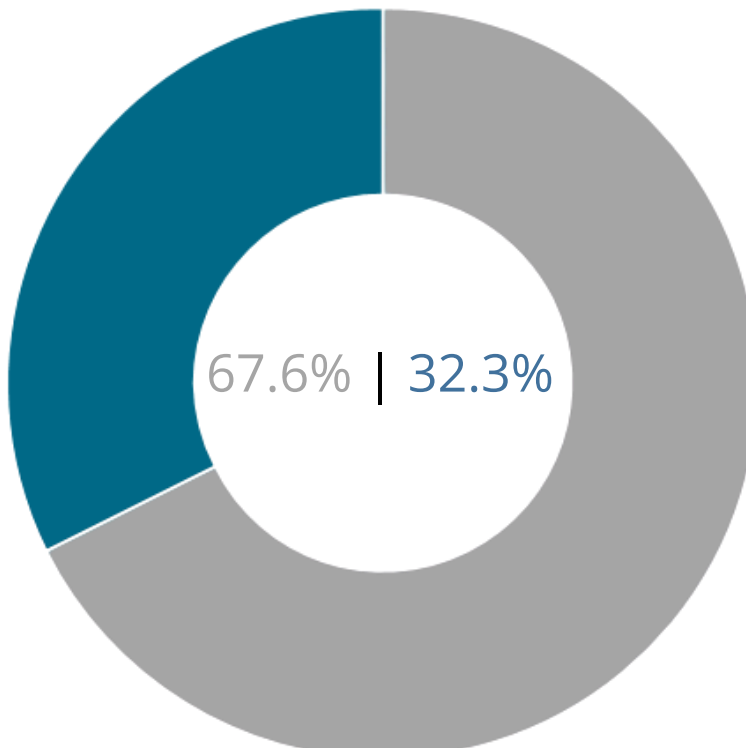
FEMALE



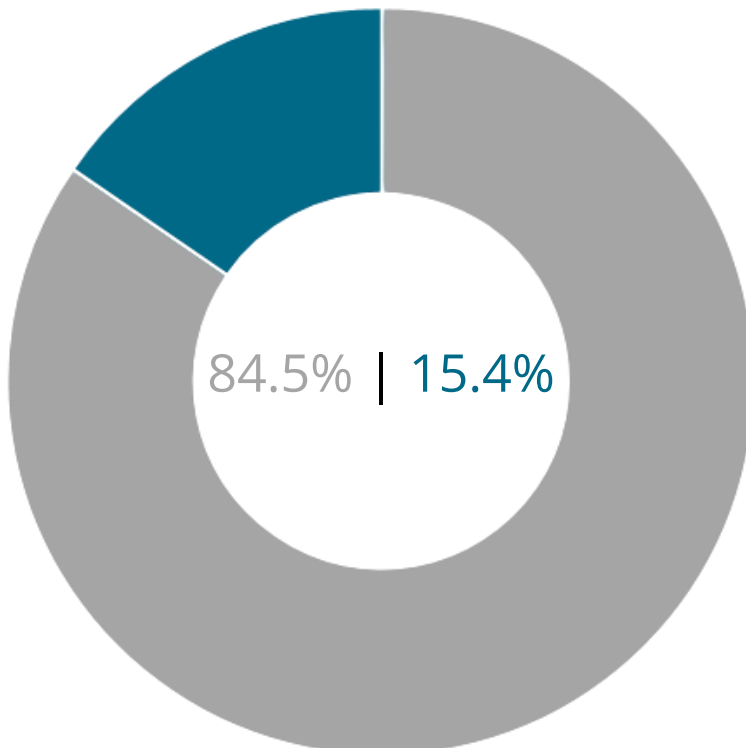
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 29.1% lower than men's	Women's median bonus pay is 22.9% lower than men's



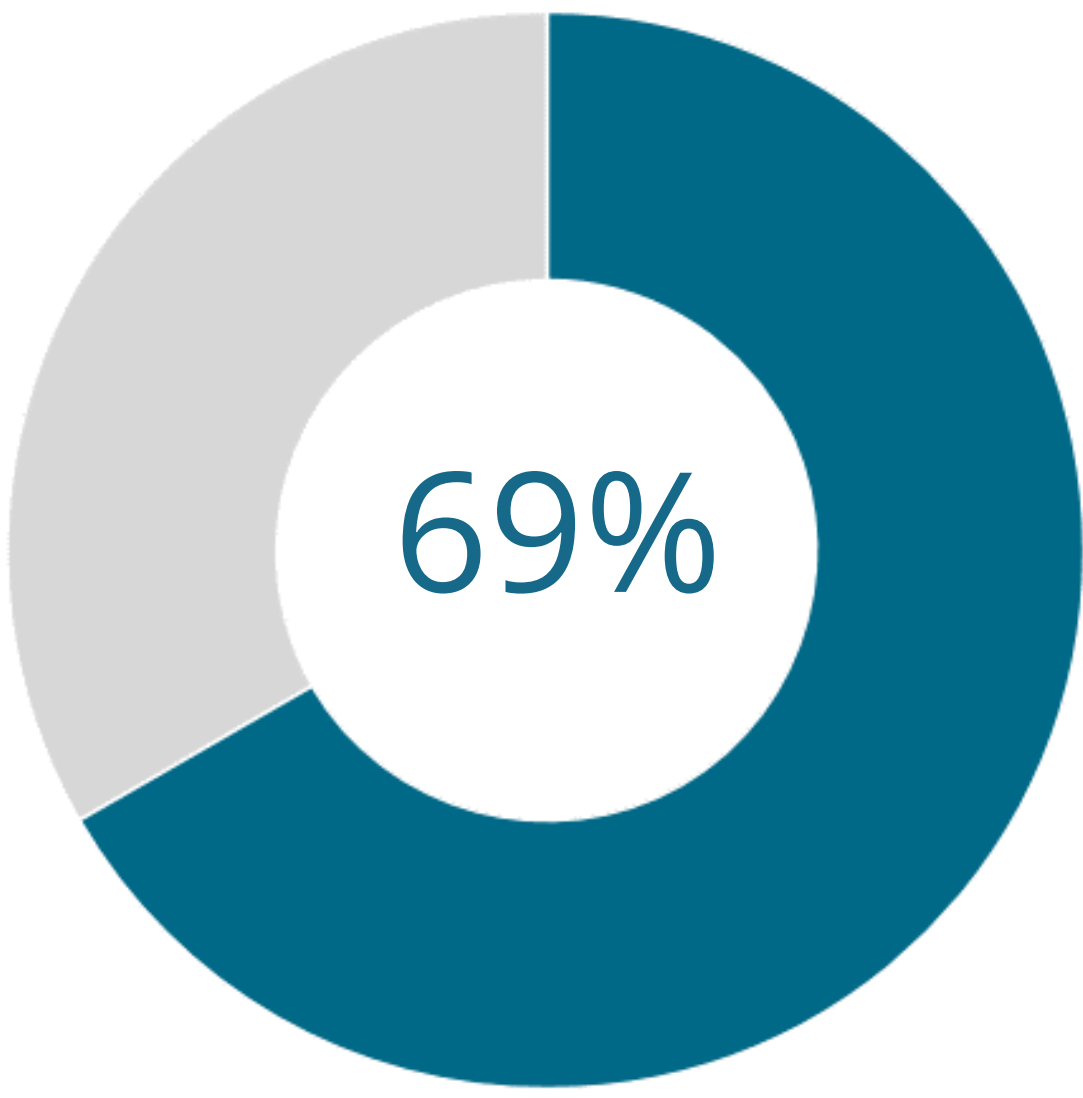
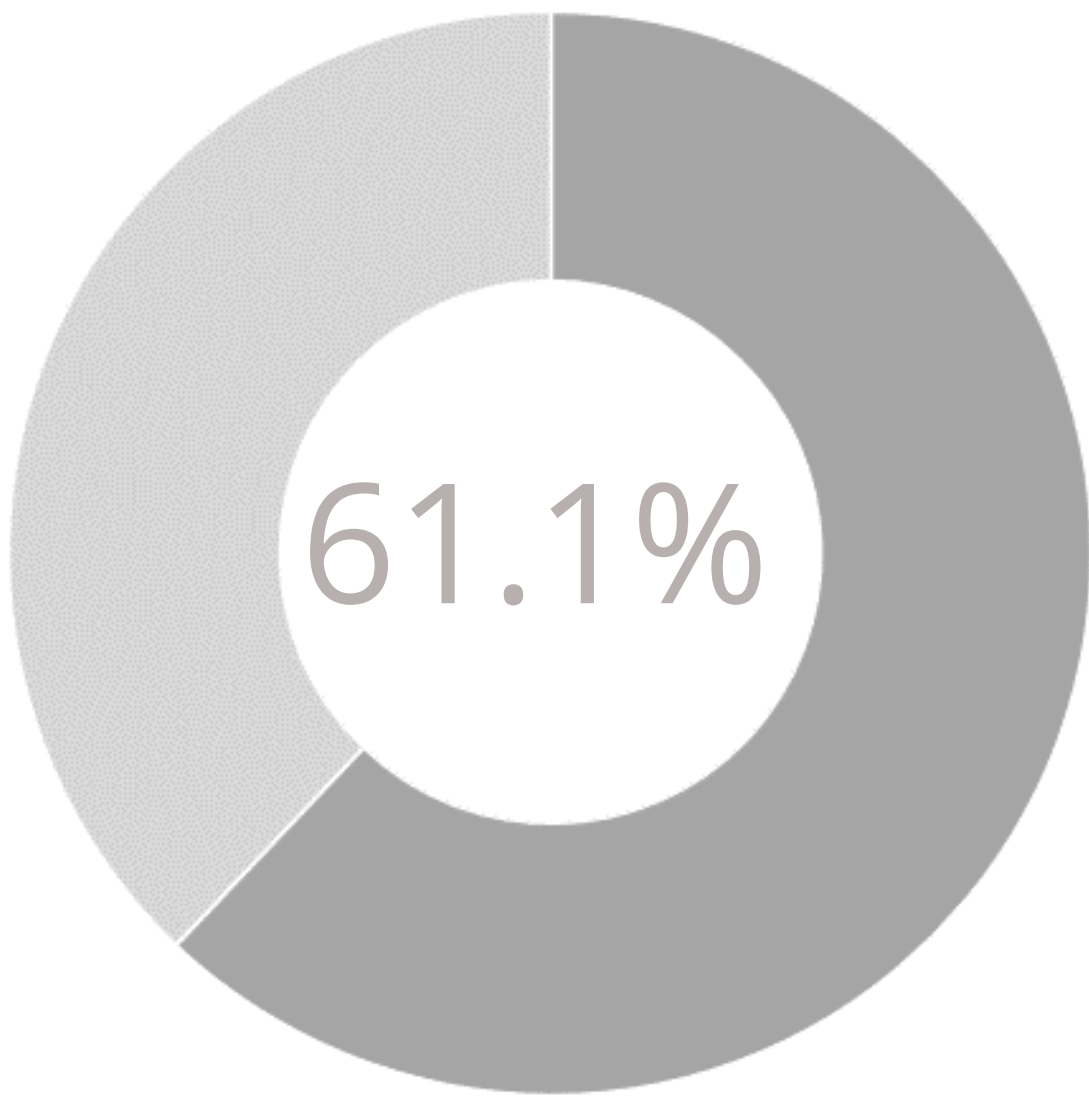
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



MALE



FEMALE



A message from **Richard Syree**, Head of Human Resources at City West Country Limited
City West Country Ltd remains passionate about creating a diverse and inclusive place to work, with a commitment to equality and fairness at the heart of our values and everyday practices and policies. We aim to recruit, nurture and retain a diverse workforce that reflect the diversity of our customer base.

As part of this, we remain committed to creating a gender-balanced workforce, ensuring that women have the same opportunity within the business to achieve strong career progression as men, which includes pay. As a business, women make up 30% of our workforce compared to an industry average of under 20%, which demonstrates a continued focus in creating a gender balanced workforce. (SMMT report from 2023)

Our report had evidenced a narrowing of the mean hourly rate, reducing from 10.5% to 8.2%. Over the 12 months preceding the snapshot date, we have also experienced significant progress in reducing the mean bonus pay from 38.6% to 29.1% and the difference in median bonus pay from 44.6% to 22.9%.

Across our wider workforce, we continue to have a consistent approach to bonus earnings, with men and women having equal opportunities for roles involving performance related variable pay. Our gender pay report continues to show that a higher proportion of female employees earn a bonus, 69.1% than males at 61.1%.

Focus on closing the gap

We consider ourselves to be a business where everyone can progress in their careers and achieve their full potential and are committed to supporting people to do so. Our recruitment methods ensure that our vacancies are accessible to everyone and comply with the Equality Act 2010. We continue with our commitment to attracting female candidates into what have historically been male dominated positions, with a focus on our apprenticeship programme along with an internal Aspiring Managers Programme. We continue to experience a number of internal promotions to middle management positions.

Monitoring our performance

We will continue to monitor and analyse our gender pay gap so that we can create specific actions to reduce it. Our gender pay gap performance will also continue to be reported to the Board of Directors on a regular basis.

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

Richard Syree

Richard Syree | Head of Human Resources | City West Country Limited