

Gender Pay Gap Report 2025



Pay calculated for the pay period including 30th April 2025

There is still work to be done on closing the gap, however, it is encouraging to see an improvement on last year in most areas.

Pay Differences	2024	2025
Hourly Mean Pay Rate	24%	20%
Hourly Median Pay Rate	27%	16%
Mean Bonus Payments	70%	30%
Median Bonus Payments	84%	36%

Pay Percentage Distributions				
	2024	2025	2024	2025
	Male (%)	Male (%)	Female (%)	Female (%)
Receiving Bonus	84	79	53	40
Upper Quartile	53	90	5	10
Upper Middle Quartile	91	85	9	15
Lower Middle Quartile	68	66	32	34
Lower Quartile	58	67	42	33

Automotive Industry

The Automotive Industry is traditionally male dominated and at Caffyns we are working with industry bodies to redress the balance. Caffyns has a low staff turnover for the industry, particularly at managerial level and therefore the measures we are taking to redress the balance are expected to deliver change over the longer term.

Actions to improve Gender Pay Gap:

We have:

- Increased the number of applications from women by using social media.
- Provided better guidance to managers to help them support new employees in their first year or on return from extended leave.
- Increased the number of women working in vehicle sales.
- Introduced mentoring for women returning from maternity leave.
- Introduced more flexible working opportunities.
- Increased the number of women working in Aftersales advice.
- Promote women into management roles whenever appropriate and recruit.

We are improving:

- The environment that women work in, particularly around facilities in branches, culture in offices and dealerships.
- Our flexibility when it comes to working hours.
- The increase in women receiving upper and upper middle quartile bonus shows an internal promotion of women from more junior roles.

Note:

Information on the calculations can be found at: <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>