

Vauxhall Motors

2018 Gender Pay Report
Vauxhall UK





VAUXHALL



Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. We believe that it is vital that we take responsibility and continue our focus on equality in the workplace. This new gender pay report will help us to ensure that we are focusing our energies in the right places. The report sets out our findings and provides some context to explain Vauxhall Motors' gender pay gap figures.

We know that there is a lack of female representation in the automotive and manufacturing sectors. So, our aim is to ensure that we have more women involved in developing our cars, products and services, and to look at how we run our business and manage and develop our people to ensure every employee is given the opportunity to achieve their potential.

David Connell
HR Director



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Women's Council



What is Women's Council?

A forum created to capture the voice of female employees, it currently meets every quarter to discuss issues and ideas and come up with initiatives which can be rolled out in the workplace.

One of the main objectives of the Women's Council is to highlight the contributions of women to Vauxhall and identify how we can better use female employees as ambassadors and role models.

We want to challenge the preconceptions that women and men can face in the workplace and ensure that everyone has equal opportunity to reach their potential, so that as a business we can drive this as a competitive advantage.

What does success look like for us?

A diverse and profitable organisation, with both women and men being equally engaged in the success of our business.

Currently the Women's Council is driving different programmes which can be introduced or developed further within the workplace, such as STEM activities and Mentor programme.

STEM Activities

The Women's Council are now promoting STEM activities amongst young people outside the organisation, reaching out to Universities across the UK and schools in the local area. Some of the current activities which have taken place are:

- *See Inside Manufacturing*
- *Apprentice Careers Fair*
- *Work Experience Opportunities*
- *Apprenticeship Week*

Mentor Program

'My Mentor Programme' is another initiative which the Women's Council is rolling out in 2018. The purpose of the programme is to provide mentoring support to our employees, educate mentors on how to mentor and ensure that mentees are provided with the right level of career guidance/support. The objectives of the programme are to:

- *Promote diversity*
- *Develop women leaders in the organisation*
- *Increase engagement of employees*
- *Improve Career Development opportunities for employees*
- *Create a good succession plan*





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Empowering Women – Interviews

We asked some of our members of the Women’s Council to give their opinions about working in the Automotive Industry.

[Helen Foord - Head of Government Relations and Public Policy UK and Ireland](#)



Q: What inspires you to stay within this Industry?

A: In what I do specifically within Vauxhall inspires me to stay within the industry, no week is the same and I thrive on challenging

situations of which there are a few at the moment. The industry overall is also going through a massive transformation given the environmental changes that we are having to make to the cars we build and sell and the challenges associated with Brexit, it has never been a more interesting time to work in this industry whatever role you do.

Q: How do you feel Vauxhall support you?

A: I believe that access to flexible working provides me the greatest flexibility for my family, and I am fortunate that Vauxhall have always supported me personally in enabling me to work reduced hours. As a working mother with 2 school age children, the ability to take them to school and pick them up a few days a week is very valuable to me. Working on a reduced hours basis and the flexibility this provides is something that we need to promote more within the organisation.

[Diane Miller – Paint Unit Manager, Ellesmere Port](#)



Q: Why did you choose Automotive/ Vauxhall?

A: When I was finishing university, I didn’t understand what really happened in the automotive business but when I went for my first interview

and saw 70 cars being produced every hour I was fascinated. The fact that sheet metal and all these parts could come together to produce a car which then became someone prized possession was amazing to watch. 27 years later I still find the job exciting there is always a new challenge and working together we can really make a big difference.

Q: What is the biggest challenge for females within this industry?

A: As females in the industry we bring different dynamics to what is predominantly a male environment. And this often helps the team to come to different decisions and challenge the status quo. Our biggest challenge is to make sure we are heard and not to be intimidated by the different characters. This comes with experience but can also come as the numbers of women in the workplace grow. Working within Vauxhall we are doing more and more to support women in the our company and also to reach out and encourage other females to join the industry.

[Emily Walsh – Sales Development Manager](#)



Q: Why did you choose Automotive/ Vauxhall?

A: I was attracted to the automotive industry because of the nature of the fast-moving, innovative, dynamic and continuously changing business landscape.

I wanted to be in an area of business that involved significant change and evolution because it follows that the workforce have to be energised and creative, and driven to embrace the business needs. I focussed on Vauxhall as a large, viable, corporate organisation with a reputable brand. I was particularly interested in the opportunities for professional development and growth and for career development, both laterally and vertically.

Q: What is the biggest challenge for females within this industry?

A: The automotive industry struggles to naturally attract women due to reputation and a male dominated work environment. Recruitment and job specifications are naturally geared towards men in most cases and not targeted at women, which in turn leads to women being less common within the industry – in retailers as well as in the manufacturing area. A diverse organisation is a more profitable, successful, rounded and attractive place of work. One of the industry’s biggest challenges is to move from a male dominated workplace with a historically masculine culture, to one which is more diverse and inclusive.



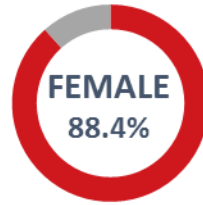
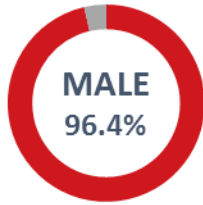
Statutory Disclosures

Vauxhall UK has two legal entities with at least 250 employees: Vauxhall Motors Ltd and IBC Vehicles Ltd. Under the regulations we are required to report our Gender Pay Gap data for both of these entities. These can be found below:

Vauxhall Motors Ltd

	Median	Mean
Gender Pay Gap	2.2%	-0.8%
Gender Bonus Pay Gap	-33.0%	-10.8%

The proportion of Males and Females receiving a bonus payment



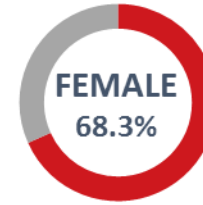
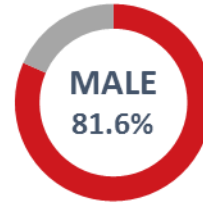
Proportion of Females and Males in each Quartile Band

Quartile	Female	Male
Top	13.0%	87.0%
Upper Middle	7.2%	92.8%
Lower Middle	11.5%	88.5%
Lower	11.4%	88.6%

IBC Vehicles Ltd

	Median	Mean
Gender Pay Gap	0.9%	15.6%
Gender Bonus Pay Gap	2.8%	14.3%

The proportion of Males and Females receiving a bonus payment



Proportion of Females and Males in each Quartile Band

Quartile	Female	Male
Top	3.4%	96.6%
Upper Middle	8.7%	91.3%
Lower Middle	11.0%	89.0%
Lower	10.7%	89.3%

Declaration

I confirm that Vauxhall's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Connell
HR Director

Vauxhall Motors

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