

# Northside Truck & Van Ltd

## The Driver of a New Generation

### Northside Truck & Van Ltd Gender Pay Report 2020/21

As a business, we welcome the spotlight now focussed on the gender pay gap issue. We see this as a positive step towards removing all pay inequality in the workplace.

Our core values incorporate respect for all, regardless of gender, religion or ethnicity.

With reference to our report, Northside operates in the male-dominated commercial vehicle sector. We have 372 Male and 77 Female employees. Our workforce are predominately service technicians. It is a continual challenge to recruit female service technicians. We are constantly working with new ideas to encourage females to apply for all our apprenticeship schemes.

#### Gender Pay Gap

	Mean	Median
Hourly Rate	14.5%	18.5%
Bonus Pay	74.5%	52%

It is important to understand that the gender pay report measures the difference between the average and median male and female pay. It therefore reflects the distribution and relative proportions of men and women across the business. It does not reflect the role that an employee performs. Therefore, it should be noted that when it comes to the same role Northside believes they pay the same pay regardless of gender.

#### Bonus

	Male	Female
Staff Receiving Bonus	36%	66%

#### Proportion of Staff in Hourly Rate Quartiles

	Male	Female
Top Quartile	95.5%	4.5%
Upper Middle Quartile	92%	8%
Lower Middle Quartile	67.5%	32.5%
Lower Quartile	78%	22%

I confirm the gender pay gap data in this report is accurate.

Keith Sims  
Managing Director