



Carole Nash 2018 Gender Pay Gap Report

About Carole Nash

Carole Nash, established in 1985, is one of the UK's leading motorcycle brokers. For over 30 years we've helped bikers with their insurance needs.

In 2018, we joined the Ardonagh Group within the Atlanta segment and have worked closely with our colleagues on initiatives to grow the business and share best practice.

With the hard work and dedication of our colleagues we had a great year and look forward to more opportunities in 2019 to realise more growth.

From a people perspective, we have been focused on delivering against our Gender Pay actions from our 2017 report and we're pleased with the progress made. This year, we've seen a reduction in both average and medium pay, which in turn highlights that within the business women are paid marginally better than men. This is attributed to the gender distribution in the lower quartiles being predominately male.

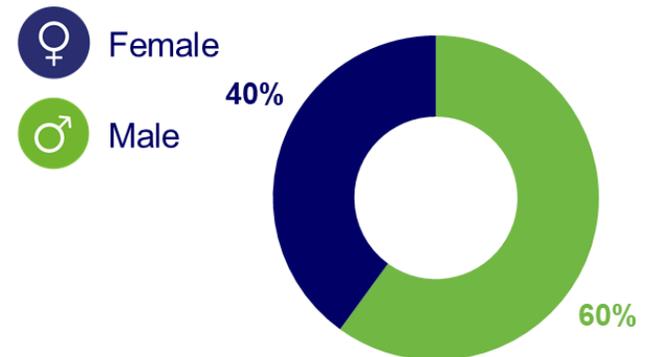
There is still a gap with bonus and despite seeing an improvement in this, the median position has widened, indicating males earning more bonus in the mid quartile ranges.

Reducing the bonus gap is a long term goal and one that is directly linked to barriers that have been part of wider society for centuries. With that in mind it will take some time to see the data shift in the right direction, however we are committed to focusing on this issue and have a strong action plan to do what we can to address this.

Overall, while there are still improvements to be made, we are proud of mean pay gap falling well below industry averages for the finance sector.

Angela Craughwell
Head of HR

Gender split across Carole Nash



Our numbers at a glance

	2018	2017
The Mean Gender Pay Gap	-0.65%	6.7%*
The Median Gender Pay Gap	-0.66%	-3.6%*
The Mean Bonus Gender Pay Gap	30.7%	32.4%
The Median Bonus Gender Pay Gap	10.36%	5.7%

*These figures are based on the hourly rate for both male and female employees.

Proportion of males and females receiving a bonus payment:

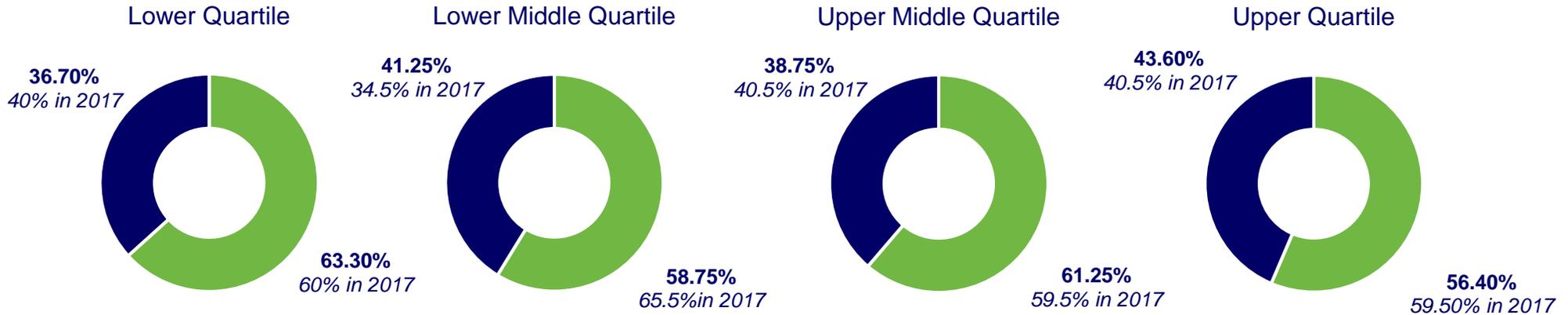


97.85%
95% in 2017



98.16%
96.65% in 2017

♀ ♂ Proportion of males and females in each pay quartile



Actions

There is more we can do to promote a diverse workforce, specifically focusing on encouraging more women to join our organisation. There are some short term and long term initiatives that we will focus on over the next months and years to ensure we continue to be proud of our pay gap data.

- Ensure when advertising roles, we use gender neutral language and provide transparency on internal advertisement to encourage progression opportunities for all. Attracting talented women to choose a career in insurance is an important approach to driving long term change and we have already reached out to colleagues, schools and universities to showcase career development within our organisation
- Explore links with like-minded organisations and initiatives that promote women within the Finance industry
- Taking part in The Ardonagh Group's 'Women in Leadership' programme which seeks to encourage and mentor more women within the group into senior roles
- Continue to focus on provide flexible working arrangements for all across the company
- Develop links with schools and colleges to encourage more women to join the business at entry level

Appendix

The Median Gender Pay Gap:	2018	2017	
Median hourly rate for all Males:	9.09	8.95	
Median hourly rate for all Females:	9.15	9.27	
Result: (Male-Female)/Male*100 =	-0.66	-3.6	% median gender pay gap
The Mean Bonus Gender Pay Gap:	2018	2017	
Mean bonus pay for all Males:	2929.29	2585.37	
Mean bonus pay for all Females:	2030.11	1746.74	
Result: (Male-Female)/Male*100 =	30.70	32.4	% mean bonus gender pay gap
The Median Bonus Gender Pay Gap:	2018	2017	
Median bonus pay for all Males:	1520.00	1217.14	
Median bonus pay for all Females:	1362.57	1147.27	
Result: (Male-Female)/Male*100 =	10.36	5.7	% median bonus gender pay gap
Proportion of males and females receiving a bonus payment:	2018	2017	
Proportion of males received bonus: 228/233*100	97.85%	96.65%	
Proportion of females received bonus: 160/163*100	98.16%	95.00%	
Proportion of males and females in each quartile pay band:	2018	2017	
Lower Quartile Male	63.30%	60.00%	
Lower Quartile Female	36.70%	40.00%	
Lower Middle Quartile Male	58.75%	65.50%	
Lower Middle Quartile Female	41.25%	34.50%	
Upper Middle Quartile Male	61.25%	59.50%	
Upper Middle Quartile Female	38.75%	40.50%	
Upper Quartile Male	56.40%	59.50%	
Upper Quartile female	43.60%	40.50%	



I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

Ian Donaldson
CEO