

Chewton Glen Hotels Limited Gender Pay Gap reporting

The Government Regulations regarding Mandatory Gender Pay Gap Reporting have been compiled by Chewton Glen Hotels Limited using the 5th of April 2020 as the snapshot date.

We care for our people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and inclusive and our culture continues to be open, fair and inclusive. We are committed to building a company which people want to work for and where they feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation. We aim to attract, develop and retain the best talent available.

We recognise the implementation of mandatory gender pay gap reporting is an important step in terms of progression and transparency to encourage greater equality of opportunity for women in work.

As of the 5th April 2020 payroll, our mean gender pay gap stood at 11.4%, with our median gender pay at – 1.2%, which shows a slight move on our mean in favour of men and our median showing on average the Female earns a higher rate of pay than men

Mean Hourly Pay Differences		Median Hourly Pay Differences	
	Full Pay Employees		Full Pay Employees
Female	£10.86	Female	£8.82
Male	£12.29	Male	£8.72
Pay Gap	11.6%	Pay Gap	-1.2%

We will continue to provide access to training and development opportunities to encourage and promote progression into more senior roles.

We continue to ensure our HR policies encourage and support flexible working wherever possible within the organisation.

Our culture focuses on behaviours from both our leaders and team members and work with them so they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture.

Our mean bonus gap currently stands at 60% favouring males, with our median bonus gap favouring men at 61%. We have more females receiving bonus than men, however the male mean and median bonus are significantly higher due to position in the business.

Mean Bonus Differences

	Mean Bonus	# of BONUS
Female	£4,914.80	10
Male	£12,461.50	4
Pay Gap	60%	

Median Bonus Differences

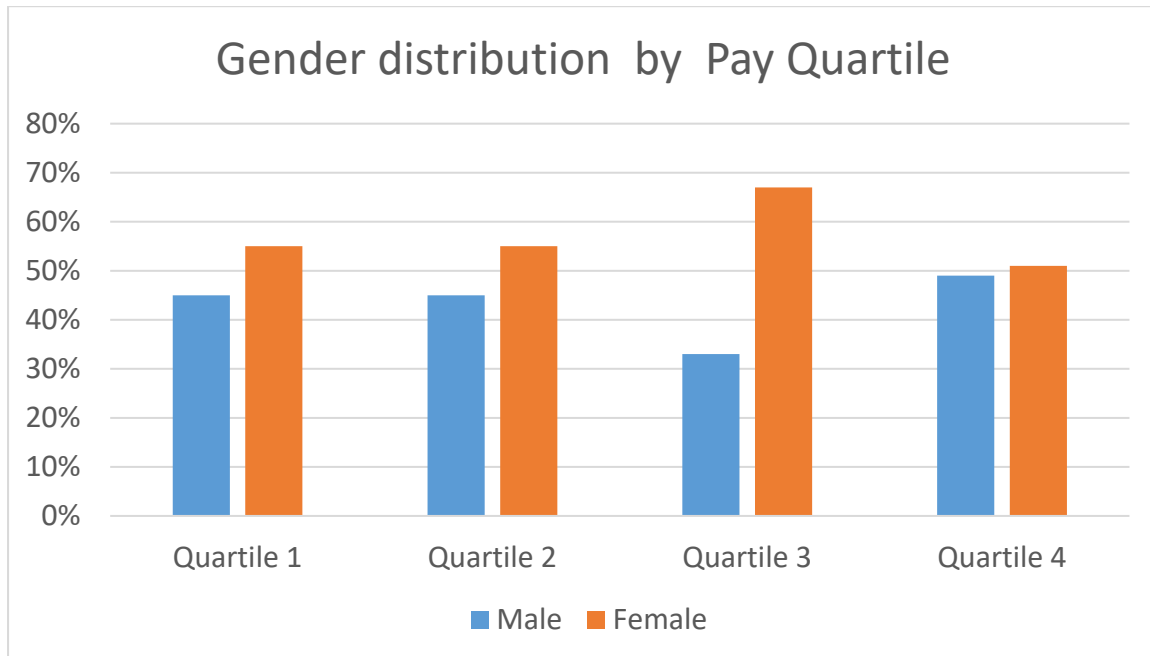
	Median Bonus	# of BONUS
Female	£3,656	10
Male	£9,429	4
Pay Gap	61%	

As an equal opportunities employer, all our Heads of Departments irrespective of their position, age, gender or ethnicity, are eligible for bonus should the criteria be met.

Gender Distribution by Pay Quartiles

	Q1	Q2	Q3	Q4
Female	56%	55%	67%	51%
Male	45%	45%	33%	49%

Our gender distribution by quartiles, as defined by the regulations, show us that female employees are equally represented in three quartiles and over represented in Quartile 3. Overall the statistics show a change in favour of female employees overall and the balance is generally in favour of females.



We constantly develop and improve our HR policies and practices to encourage and promote the development and progression of all our employees and ensure that our culture supports all colleagues in our organisation.

Building on our values, we will continue to work with all of our colleagues, and regardless of ethnicity, gender, age, disability, religion or sexual orientation, provide them with opportunities to build their confidence and help them in reaching their full potential.

Anita Bower

HR Director

Chewton Glen Hotel and Spa

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