

## **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 2018 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 2018 payroll, our mean gender pay gap stood at 9%, with our median gender pay at -4%, which shows an overall move from our last reporting as the previous median was showing in favour of men, however the average pay for women is higher than the men.**

### **Mean Hourly Pay Differences**

	<b>Full Pay Employees</b>
All	£10.40
Female	£9.94
Male	£10.88
Pay Gap	<b>9%</b>

### **Median Hourly Pay Differences**

	<b>Full Pay Employees</b>
All	£8.31
Female	£8.41
Male	£8.06
Pay Gap	<b>-4%</b>

Both these figures fall well below the national average and median figures as reported in 2018.

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 21% favouring males, with our median bonus gap favouring females at - 21%. We have the same proportion of male and female employees receiving a bonus**

**Mean Bonus Differences**

	<b>Mean Bonus</b>	<b># of BONUS</b>
Female	£4,637.62	8
Male	£5,843.25	8
Pay Gap	<b>21%</b>	

**Median Bonus Differences**

	<b>Median Bonus</b>	<b># of BONUS</b>
Female	£4,943.00	8
Male	£4,081.00	8
Pay Gap	<b>-21%</b>	

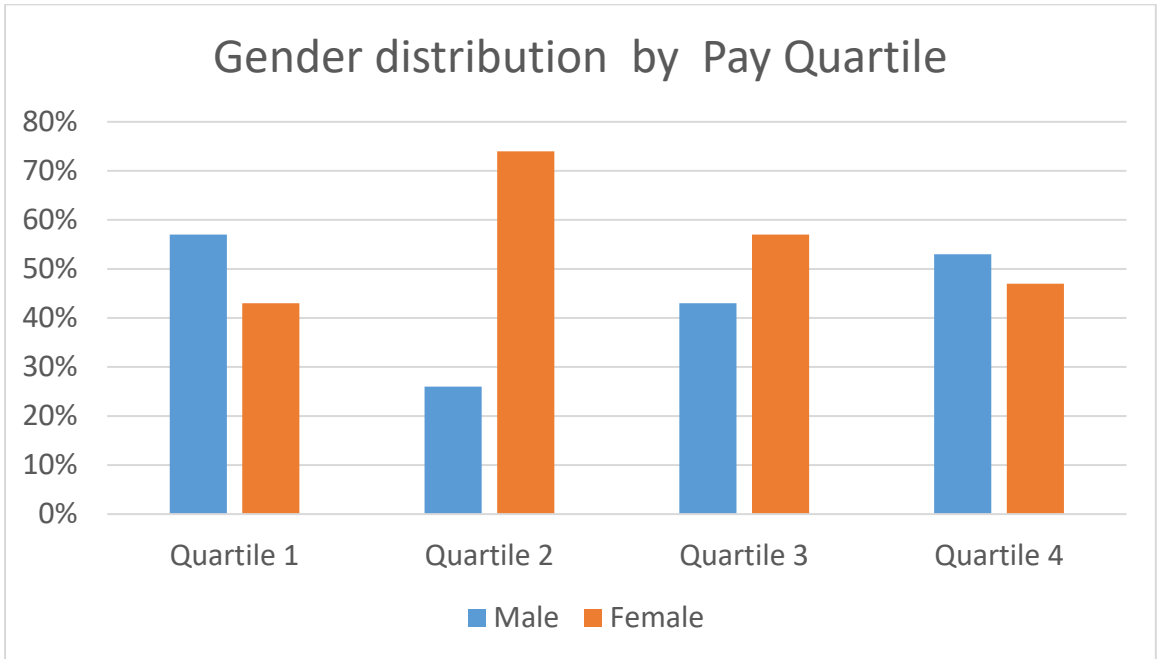
As an equal opportunities employer, all our Heads of Departments irrespective of their position, age, gender or ethnicity, are eligible for bonus should the criteria be met.

**Gender Distribution by Pay Quartiles**

Q1                      Q2                      Q3                      Q4

Female	43%	74%	57%	47%
Male	57%	26%	43%	53%

Our gender distribution by quartiles, as defined by the regulations, show us that female employees are underrepresented in two quartiles, however 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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