

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.

Mean Hourly Pay Differences		Median Hourly Pay Differences	
	Full Pay Employees		Full Pay Employees
Female	£10.45	Female	£8.82
Male	£11.55	Male	£8.48
Pay Gap	10.5%	Pay Gap	-4%

This is an increase on the previous year on the Mean hourly rate, however the Median continues to maintain the negative in favour of females.

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 we 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.

Mean Bonus Differences

	Mean Bonus	# of BONUS	% Distribution
Female	£40,559	14	15.9%
Male	£71,073	21	7.8%
Pay Gap	22.6%		

Median Bonus Differences

	Median Bonus	# of BONUS	% Distribution
Female	£2,236	14	15.9%
Male	£2,114	21	7.8%
Pay Gap	-5.7%		

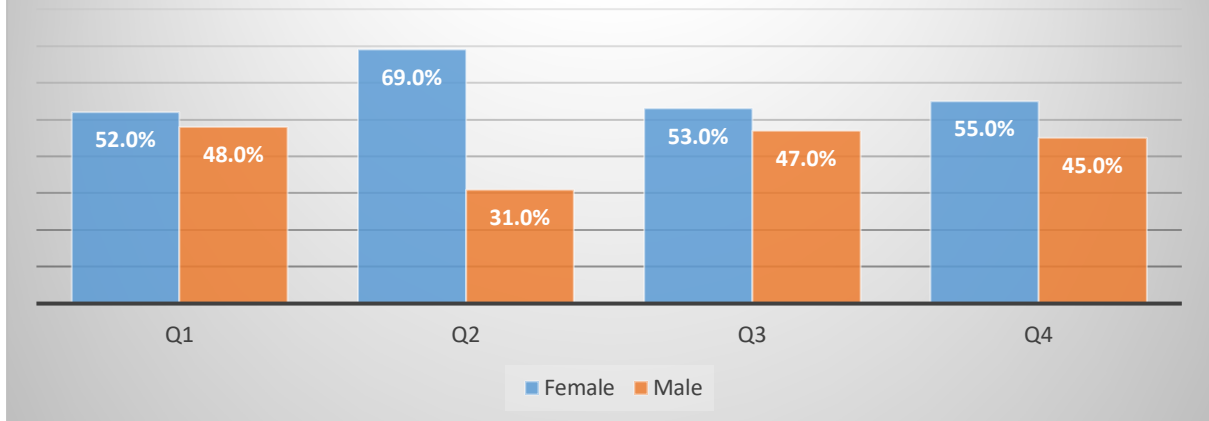
As an equal opportunities employer, all our Heads of Departments irrespective of their **position, age, gender or ethnicity, are eligible for bonus should the criteria be met.**

Gender Distribution by Pay Quartiles

	Q1	Q2	Q3	Q4
Female	52%	69%	53%	55%
Male	48%	31%	47%	45%

Our gender distribution by quartiles, as defined by the regulations, show us that male employees are underrepresented in all quartiles.

Gender Distribution by Pay Quartiles



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

Human Resource Director

5th March 2020