

Chewton Glen Hotels Limited Gender Pay Gap reporting April 2021 snapshot

The Government Regulations regarding Mandatory Gender Pay Gap Reporting have been compiled by Chewton Glen Hotels Limited using the 5th of April 2021 as the snapshot date.

Due to Covid 19 our report numbers drop from around 350 employees to 73 employees as the remainder of the team were on furlough. As senior Management were still managing the property this does reflect in the reporting.

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 2021 payroll, our mean gender pay gap stood at 32%, with our median gender pay at -6%, showing our mean favours males whilst our median favours women.

Mean Hourly Pay Differences

	Full Pay Employees
Female	£14.46
Male	£21.12
Pay Gap	32%

Median Hourly Pay Differences

	Full Pay Employees
Female	£11.47
Male	£10.82
Pay Gap	6%

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 15% favouring females, with our median bonus gap favouring females at 255%. We have a similar proportion of male and female employees receiving a bonus

Mean Bonus Differences

	Mean Bonus	# of BONUS
Female	40,089.00	8
Male	82,961.00	11
Pay Gap	33.6%	

Median Bonus Differences

	Median Bonus	# of BONUS
Female	5,688.00	8
Male	3,092.00	11
Pay Gap	45.6%	

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	44%	63%	50%	61%
Male	56%	37%	50%	39%

Our gender distribution by quartiles, as defined by the regulations, show us that male employees are underrepresented in the bottom two quartiles, with only the top quartile showing a split that favours male employees

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.