

## Chewton Glen Hotels Limited Gender Pay Gap reporting April 2022 snapshot

The Government Regulations regarding Mandatory Gender Pay Gap Reporting have been compiled by Chewton Glen Hotels Limited using the 5th of April 2022 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 5<sup>th</sup> April 2022 payroll, our mean gender pay gap stood at 11%, with our median gender pay at - 0.3%, showing our mean favours males whilst our median favours women. The mean Pay Gap figure has significantly reduced against the previous years 32% whilst the Median Pay Gap figure has seen a small drop from 6%. This is a positive result in our Gender of employees in certain areas of our business.**

### Mean Hourly Pay Differences

	Full Pay Employees
Female	£12.49
Male	£14.02
Pay Gap	<b>11%</b>

### Median Hourly Pay Differences

	Full Pay Employees
Female	£10.43
Male	£10.40
Pay Gap	<b>-0.3%</b>

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 People policies encourage and support flexible working wherever possible within the organisation and are actively recruiting more part time positions than previous years.

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 39.8% favouring males, with our median bonus gap also favouring males at 9.5%. We have more male employees than female employees receiving a bonus, however this is not an intentional recruitment source. We**

#### **Mean Bonus Differences**

	<b>Mean Bonus</b>	<b># of BONUS</b>
Female	6,260.00	11
Male	10,400.00	19
Pay Gap	<b>39.8%</b>	

#### **Median Bonus Differences**

	<b>Median Bonus</b>	<b># of BONUS</b>
Female	5,162.00	11
Male	5,693.00	19
Pay Gap	<b>9.5%</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**

	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Female	48%	61%	82%	21%
Male	52%	39%	18%	79%

Our gender distribution by quartiles, as defined by the regulations, show us that male employees are underrepresented in quartiles 2 and 3, with little difference in quartile 1, however the top quartile shows a split that favours male employees

We constantly develop and improve our People 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.