

# **Chewton Glen Hotels Limited Gender Pay Gap Reporting**

## **April 5th 2023 Snapshot**

The Government Regulations regarding Mandatory Gender Pay Gap Reporting have been compiled by Chewton Glen Hotels Limited using the 5th of April 2023 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 2023 payroll, our mean gender pay gap stood at 8.4%, with our median gender pay at 1.7%. The mean Pay Gap figure has reduced against the previous year whilst the Median Pay Gap figure has seen a drop from 6% to 1.7%. This is a positive result in our Gender of employees in certain areas of our business.

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.

<b>Gender Distribution by Pay Quartiles</b>				
	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Female	55%	55%	56%	57%
Male	45%	45%	44%	43%

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



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.

Our mean bonus gap currently stands at 52.9% favouring males, with our median bonus gap also favouring males at 33.6%. We have more male employees than female employees receiving a bonus, however this is not an intentional recruitment source. We were also recruiting for one Senior role which will help the balance of male /female receiving a bonus in 2023.

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.

