

Coombe Abbey Park Limited

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website as of the 5th April 2019 snapshot date.

We can use these results to assess:

- ☐ the levels of gender equality in our workplace
- ☐ the balance of male and female employees at different levels
- ☐ how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires us to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

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.

Basis of the Calculations

Mean gender pay gap – Difference between average hourly earnings of males and females

Median gender pay gap – Difference between median hourly earnings

Mean gender bonus gap – Difference between average bonus earnings

Median gender bonus gap – Difference between median bonus earnings

Percentage of Employees receiving bonuses – Proportion of male and female employees receiving bonuses within the 12 month period to April 2019

Proportion of males and females in each pay quartile – Total Headcount divided into four equal sections, ranked by hourly pay rates

Results	2019	2018
Mean Gender Pay Gap	10%	11%
Median Gender Pay Gap	2%	2%
Mean Bonus Gender Gap	N/A	83%
Median Bonus Gender Gap	N/A	84%
Proportion of Males receiving a Bonus Payment	0%	3%
Proportion of Females receiving a Bonus Payment	8%	12%

Proportions of Males and Females in each Quartile Band

Upper Quartile	Males	44%	46%
	Females	56%	54%
Upper Middle Quartile	Males	43%	48%
	Females	57%	52%
Lower Middle Quartile	Males	34%	20%
	Females	66%	80%
Lower Quartile	Males	38%	37%
	Females	62%	63%

We care for our people and recognise they are our greatest asset. We want to ensure our workforce and culture is diverse, fair and inclusive. We are committed to having a company which people want to work for and where they will feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation.



Richard Harrison
Managing Director
January 2020