

## 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 5<sup>th</sup> April 2020 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 2020

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

Results	2019	2020
<b>Mean Gender Pay Gap</b>	<b>10%</b>	<b>7.8%</b>
<b>Median Gender Pay Gap</b>	<b>2%</b>	<b>2%</b>
<b>Mean Bonus Gender Gap</b>	<b>N/A</b>	<b>-4%</b>
<b>Median Bonus Gender Gap</b>	<b>N/A</b>	<b>-2.4%</b>
<b>Proportion of Males receiving a Bonus Payment</b>	<b>0%</b>	<b>7.1%</b>
<b>Proportion of Females receiving a Bonus Payment</b>	<b>8%</b>	<b>17.5%</b>

**Proportions of Males and Females in each Quartile Band**

<b>Upper Quartile</b>	<b>Males</b>	<b>44%</b>	<b>46%</b>
	<b>Females</b>	<b>56%</b>	<b>54%</b>
<b>Upper Middle Quartile</b>	<b>Males</b>	<b>43%</b>	<b>40%</b>
	<b>Females</b>	<b>57%</b>	<b>60%</b>
<b>Lower Middle Quartile</b>	<b>Males</b>	<b>34%</b>	<b>36%</b>
	<b>Females</b>	<b>66%</b>	<b>63%</b>
<b>Lower Quartile</b>	<b>Males</b>	<b>38%</b>	<b>35%</b>
	<b>Females</b>	<b>62%</b>	<b>65%</b>

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**