

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.

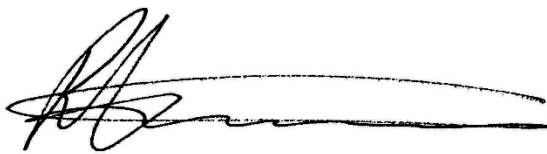
We are required to publish the results on our own website and a government website as of the 5th April 2021 snapshot date.

April 2021 the Country was in the midst of the pandemic caused by Covid 19. As such in line with Government guidance Coombe Abbey was not fully trading.

Our overall staff numbers at the aforementioned snapshot date were 126, so below the reporting limit. Of those at least 101 were on furlough and so do not class as a full pay relevant employee.

Whilst we appreciate the rationale of the Gender Pay Gap reporting we feel the data set for 2021 would be too small to be relevant and would distort this and future comparisons.

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
March 2022