

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 2023 snapshot date.

We can use these results to assess:

- III the levels of gender equality in our workplace
- III the balance of male and female employees at different levels
- III 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

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

Results		2022	2023
Mean Gender Pay Gap		6.1%	31.4%
Median Gender Pay Gap		-1.6%	10%
Mean Bonus Gender Gap		87.8%	0%
Median Bonus Gender Gap		0%	0%
Proportion of Males receiving a Bonus Payment		60.2%	0%
Proportion of Females receiving a Bonus Payment		64.5%	0%
Proportions of Males and Females in each Quartile Band			
Upper Quartile	Males	38.4%	66.6%
	Females	61.6%	33.4%
Upper Middle Quartile	Males	31.1%	38.1%
	Females	68.9%	61.9%
Lower Middle Quartile	Males	37%	23.8%
	Females	63%	76.2%
Lower Quartile	Males	40.5%	34.3%
	Females	59.5%	65.2%

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 2023



COOMBE ABBEY

no ordinary hotel