

# FARNCOMBE ESTATE - GENDER PAY GAP REPORT



## Farncombe Estate Holdings Ltd Gender Pay Gap

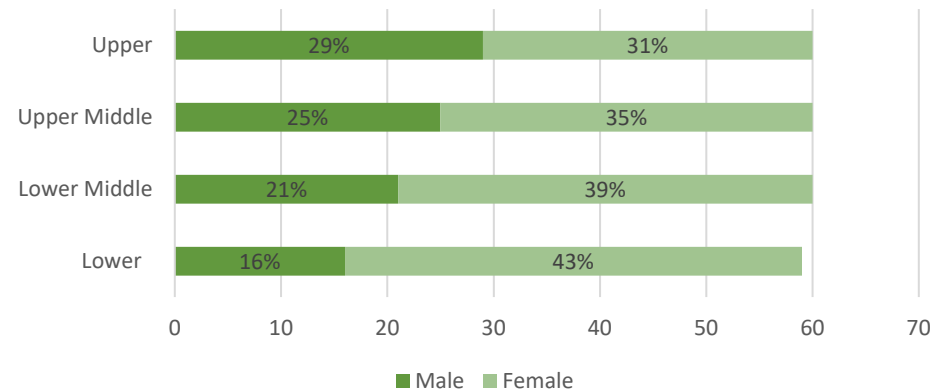
	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
<b>Mean Pay Gap</b>	<b>9.2%</b>	10.5%	12.5%	15.6%	15.9%
<b>Median Pay Gap</b>	<b>7.6%</b>	10.4%	10.6%	-0.4%	9.1%
<b>Mean Bonus Gap</b>	<b>2.0%</b>	35.8%	100.0%	100.0%	-13.6%
<b>Median Bonus Gap</b>	<b>-73.4%</b>	0.7%	100.0%	100.0%	-13.6%

## Percentage Receiving a Bonus

	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
Male	<b>3.4%</b>	3.7%	0.8%	0.4%	2.1%
Female	<b>0.8%</b>	1.2%	0.0%	0.0%	0.6%

\* A pension salary sacrifice scheme and bonus sacrifice scheme are in place, and this pay is excluded from the calculations. If it were included, this would have a 0.1% effect on the mean pay gap and a 1.6% effect on the median pay figures. The mean bonus gap would be -49.7% if the sacrificed bonuses were included.

## Pay Quartiles by Gender 2021



We are delighted that for the fourth year running we have seen a reduction in our mean gender pay gap results, down from 15.9% in 2017 to 9.2% in 2021. Whilst not all organisations have reported their results yet, the Farncombe mean gender pay gap is also lower than the UK average of 12.5%.

It is also very pleasing to note that greater gender diversity has been achieved in what are typically the hospitality sectors most gender stereotypical roles, 41% of our chefs are female, and we have a male Head Housekeeper with more male employees joining the housekeeping team. As can be seen by the 'Pay quartiles by Gender', female employees are well represented at all levels. We will however continue to work hard to reduce the pay gap further and develop and promote more female employees into senior roles.

**Andrew Grahame**  
CEO – Farncombe Estate Holdings Ltd

*PwC's analysis of available gender pay gap data for the 2020-21 reporting year showed that the mean pay gap has fallen to 12.5%. However, most organisations are yet to publish their reports on the government's portal. Three-quarters of eligible organisations are taking advantage of the extended deadline (due to the pandemic) and have until 5 October 2021 to publish their data for the 2020-21 reporting round.*



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## Equality and Fairness

The focus on fairness and equality at the Farncombe Estate remains consistent and applies to everyone that works in the business.

This includes the advertising of jobs, recruitment & selection, training & development, opportunities for promotion, conditions of service, benefits and pay.

Over the past 6 months there has been a renewed focus on offering increased job flexibility wherever possible – and achieving a better work life balance in as many roles as possible is a key priority.

All pay reviews are rigorously benchmarked and are signed off by the Senior Team

Our challenge remains, to promote more female employees into the senior and operational leadership roles.

Whilst we are pleased that some small positive change has been achieved, the drive to further reduce the pay gap, especially in the top quartile, will remain our focus for the future.

## Differences in Pay

As can be seen by the 'Mean Difference in Pay by Quartile' figures, in the lower quartile female employees are now paid, on average, 8p per hour more than their male colleagues.

In the lower middle quartile, male employees are paid, on average, 1p per hour more than their female colleagues.

The upper middle quartile gap has increased from 5p in 2020 to 26p in 2021 as more male employees are employed at the top rates in the quartile (50% male : 50% female) where as more female employees are employed at the bottom rates in the quartile (25% male : 75% female).

Although there has been some improvement year on year, our biggest pay gap still persists in the upper quartile. Where fewer female employees are employed in the roles with the highest pay. In the top 5% of all roles in the business, 73% of this group is male and 27% is female.

## Mean Difference by Pay Quartile`

	2021	2020	2019	2018	2017
Lower Quartile	<b>-£0.08</b>	£0.01	-£0.03	-£0.05	£0.00
Lower Middle Quartile	<b>£0.01</b>	-£0.08	-£0.05	-£0.02	£0.14
Upper Middle Quartile	<b>£0.26</b>	£0.05	£0.09	£0.01	£0.12
Upper Quartile	<b>£4.43</b>	£5.15	£6.17	£8.06	£3.44

## Gender Pay Gap

The gender pay gap shows the difference in the average pay between all men and women in a workforce. It is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value

I confirm that the published information is accurate.

**Andrew Grahame - CEO**

Data as of 5<sup>th</sup> April 2020 calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

