

FARNCOMBE ESTATE - GENDER PAY GAP REPORT



Farncombe Estate Holdings Ltd Gender Pay Gap

	Apr-23	Apr-22
Mean Pay Gap	8.98%	9.80%
Median Pay Gap	6.17%	7.70%
Mean Bonus Gap	-67.21%	29.60%
Median Bonus Gap	-244.25%	50.00%

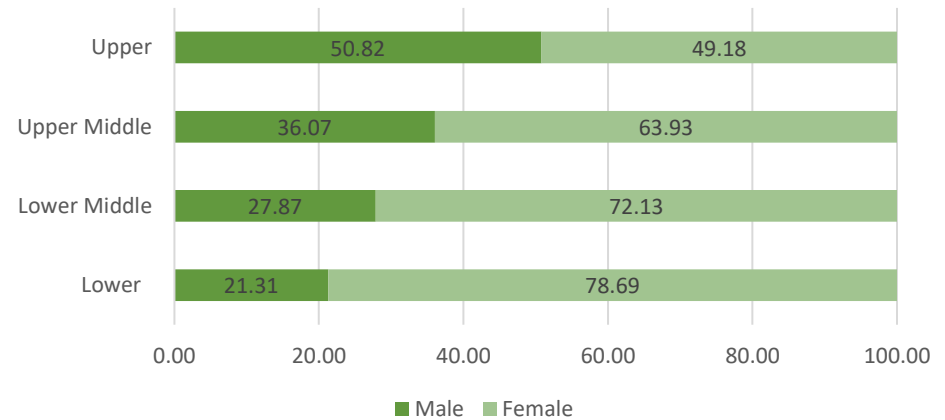
Percentage Receiving a Bonus

	Apr-23
Male	2.87%
Female	0.82%

A pension salary sacrifice scheme and bonus sacrifice scheme are in place, and this pay is excluded from the calculations which has an affect on the bonus gap that is reported.

Whilst currently a small group of employees is eligible to be part of the bonus scheme, this is being expanded for 2023-24 with the same bonus criteria in place for all at employees each level of the scheme. This will help to improve the Bonus gap in future years.

Hourly Pay Quartiles by Gender % 2022 - 2023



I am very pleased to be able to report an improvement in our gender pay gap for 2022-23, this is the sixth recorded improvement in the past seven years of monitoring gender pay at Farncombe. It is heartening to see that since the first report in 2017-18 the mean pay gap has reduced from 15.90% to 8.98% (and we have also seen a reduction year on year from 9.80% last year) . Likewise, the median pay gap has reduced from 9.10% to 6.17% since 2017, as well as a reduction down from 7.70% since last year.

We continue to monitor and report our gender pay gap even though we have less than 250 employees, because we feel it is the right thing to do. And that only through measuring the gap and reviewing the results will we be able to make a sustained change for the better in future years.

Andrew Grahame
CEO – Farncombe Estate Holdings Ltd



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Equality and Fairness

The focus on fairness and equality at Farncombe is at the heart of what we do and how we operate – it's a value that we hold dear – and it is applied 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. All employees, regardless of age, job role, experience or gender are paid above the National Minimum Wage (including apprentices) and this year we have introduced pay rates in line with Living Wage Foundation recommendations.

We remain devoted to looking after our team. We have revisited our commitment to offering fulltime and part time opportunities, with flexibility of working days and hours, working from home (wherever possible) and a focus on work-life balance.

Reducing the gender pay gap remains an ongoing priority and is a key part of our sustainability strategy – Balancing people, planet and profit.

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, 2p per hour more than their male colleagues. The gap has reduced by 5p per hour since last year.

In the lower middle quartile, female employees are paid, on average, 8p per hour more than their male colleagues. This has gap increased from 4p per hour last year, and so we will look to bring this closer to zero in the year ahead.

In the upper middle quartile, the gap has reduced year on year from +13p per hour to +10p per hour. So its an improvement with still more work needed.

The quartile that is proving the hardest to improve is the upper quartile. Whilst the ration of female to male workers is almost 50:50 the pay gap has only reduced by 1p per hour. Many of the roles in this quartile are standalone senior roles, and so the gap is more strongly affected by whether the job holder is male or female. There is a predominant trend within this quartile of the highest paid jobholders being male. It is an area of focus for future succession planning.

Mean Difference by Pay Quartile

	2023	2022
Lower Quartile	-£0.02	-£0.07
Lower Middle Quartile	-£0.08	-£0.04
Upper Middle Quartile	£0.10	£0.13
Upper Quartile	£4.99	£5.00

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 5th April 2022 calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

