

# FARNCOMBE ESTATE - GENDER PAY GAP REPORT



## Farncombe Life Ltd Gender Pay Gap

	Apr 23-24
Mean Pay Gap	7.10%
Median Pay Gap	4.61%
Mean Bonus Gap	68.43%
Median Bonus Gap	82.00%

## Percentage Receiving a Bonus

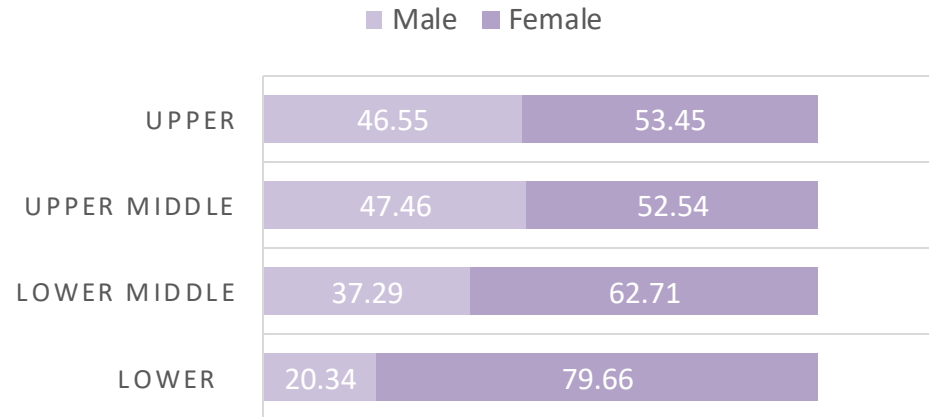
	Apr 23-24
Male	14.61%
Female	9.59%

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

There are now almost 12% of all employees who have now been paid a bonus, a significant increase year on year.

Without the salary sacrifice scheme in place, there would be a 34.74% mean gap and an 80% median gap.

## HOURLY QUANTILES BY GENDER % 2023-2024



I am pleased to be able to report an improvement in the Farncombe Gender Pay Gap for 2023-24. The pay gap continues to reduce, steadily each year, with the mean pay gap now at 7.10% (reduced from 8.98% last year). Likewise, the median pay gap has reduced to 4.61% (reduced from 6.17% 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 Life 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 – and it is applied to everyone that works in the business.

This includes 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 in line with Living Wage Foundation recommendations.

We are committed 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. The management team also ensure that roles that traditionally involve long hours in the sector are managed effectively on the Estate, so our chefs and F&B teams are not working excessive hours.

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

When looking at the differences in pay by quartile figures, in the lower quartile female employees are now paid, on average, 16p per hour more than their male colleagues.

In the lower middle quartile, male employees are paid, on average, 2p per hour more than their female colleagues.

In the upper middle quartile, male employees are paid, on average, 7p per hour more than their female colleagues.

The ongoing challenge is to reduce the gap in the upper quartile – it now stands at £4.39 per hour. This represents a slight reduction, year on year, of 60p per hour in this quartile.

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 also little employee turnover in this quartile, and so the predominant trend of the highest paid jobholders being male hasn't changed.

It is an area of ongoing focus for future succession planning.

## Mean Difference in Pay by Quartile

	2023-24
Upper Quartile	£4.39
Upper Middle Quartile	£0.07
Lower Middle Quartile	£0.02
Lower Quartile	-£0.16

## 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 2023 calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

