

FARNCOMBE ESTATE - GENDER PAY GAP REPORT



Farncombe Life Ltd Gender Pay Gap

	2024-25	2023-24
Mean Pay Gap	8.40%	7.10%
Median Pay Gap	4.89%	4.61%
Mean Bonus Gap	83.34%	68.43%
Median Bonus Gap	66.67%	82.00%

Percentage Receiving a Bonus

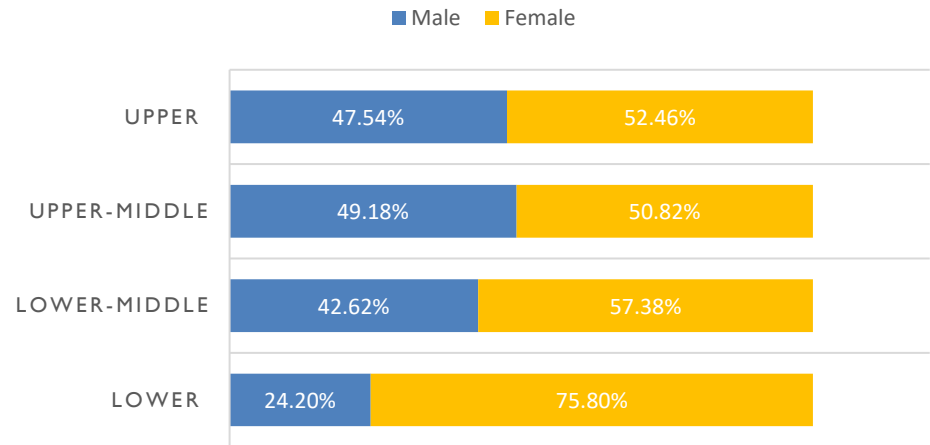
	2024-25	2023-24
Male	13.00%	14.61%
Female	12.41%	9.59%

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.

The gap between the percentage of male and female employees that have received a bonus has narrowed, and although the mean bonus gap has increased by 14.91% the median bonus gap has decreased by 15.33%.

Without the salary sacrifice scheme in place, there would be a mean bonus pay gap of 41.98% and a median bonus pay gap of 71.43%.

QUARTILES BY GENDER % 2024-2025



I am pleased to see that there has been some levelling up in the percentages of male and female employees now working in each quartile – although there still needs some focus on the lower quartile to achieve greater balance.

The Farncombe Gender Pay Gap for 2024-25 has increased marginally this year, with the gap in mean pay now at 8.40% (increasing by 1.3% YOY). The median pay gap has also increased, albeit marginally, to 4.89% (increasing by 0.28% YOY).

This is the first increase reported since the start of gender pay gap monitoring.

We continue to report our gender pay gap even though we have less than 250 employees. It is the right thing to do for the business and our team. With an increase focus in the year ahead we hope to make a positive and sustained change for the better in future years.

Tom Aspey

Managing Director – Farncombe Life Ltd



FARNCOMBE ESTATE - GENDER PAY GAP REPORT



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 mean pay by quartile figures, in the bottom two quartiles female employees are now paid between 4p to 6p per hour more than their male colleagues.

This movement in mean pay has brought the gap between male and female pay in the lowest quartile closer than it was the previous year.

In the upper middle quartile, male employees are paid, on average, 11p per hour more than their female colleagues. Increasing from 7p last year.

The ongoing challenge continues to be the gap in the upper quartile – it now stands at £5.29 per hour. An increase, year on year, of 90p 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 has been some recent change in the senior structure of the business – and this in turn with more work on pay levels in this quartile should help to improve reduce the gap in the future. It continues to be an area of ongoing focus for future succession planning.

Difference in Mean Pay by Quartile

	2024-25	2023-24
Upper	£5.29	£4.39
Upper-Middle	£0.11	£0.07
Lower-Middle	-£0.04	£0.02
Lower	-£0.06	-£0.16

Difference in Median Pay by Quartile

	2024-25	2023-24
Upper	£2.99	£2.59
Upper-Middle	£0.03	£0.04
Lower-Middle	-£0.20	£0.00
Lower	£0.00	-£0.12

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.

Tom Aspey – Managing Director

Data as of 5th April 2024 calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

