

Chewton Glen Hotels Limited
Gender Pay Gap reporting.
April 4th, 2024, snapshot

The Government Regulations regarding Mandatory Gender Pay Gap Reporting have been compiled by Chewton Glen Hotels Limited using the 4th of April 2024 as the snapshot date.

We care for our people and recognise that they are our greatest asset.

We want to ensure our workforce is diverse and inclusive and our culture continues to be open, fair and inclusive. We are committed to building a company which people want to work for, and where they feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation. We aim to attract, develop and retain the best talent available.

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.

As of the 4th April 2024 payroll, our mean gender pay gap stood at 8.0%, with our median gender pay at – 0.2% The mean Pay Gap figure has reduced slightly against the previous year whilst the Median Pay Gap figure has seen a drop from 1.7% to - 0.2% in favour of females.

This is a positive result in our Gender of employees in all areas of our business.

We will continue to provide access to training and development opportunities to encourage and promote progression into more senior roles.

We continue to ensure our People policies encourage and support flexible working wherever possible within the organisation and are actively recruiting more part time positions than previous years.

Our culture focuses on behaviours from both our leaders and team members and work with them, so they recognise how their individual behaviours and actions impact our overall ability to create an open, fair, and inclusive workplace culture.

Gender Distribution by Pay Quartiles				
	Q1	Q2	Q3	Q4
Female	57%	61%	58%	57%
Male	43%	39%	42%	43%

Our gender distribution by quartiles, as defined by the regulations, show us that male employees are underrepresented in all quartiles.

As an equal opportunities' employer, all our Heads of Departments irrespective of their position, age, gender, or ethnicity, are eligible for bonus should the criteria be met.

Our mean bonus gap currently stands at 31.7% favouring males, with our median bonus gap also favouring males at 14.2%. We have more male employees than female employees receiving a bonus, and a lower percentage of males overall in the company, however this is not an intentional recruitment source.

Chewton Glen is committed to ensuring equality of opportunity and fair treatment for all employees, regardless of gender. We believe that all employees should be paid fairly for their work, and we are dedicated to closing the gender pay gap within our organisation.

We constantly develop and improve our People policies and practices to encourage and promote the development and progression of all our employees and ensure that our culture supports all colleagues in our organisation without regard to gender.