

Gender

Drayton Manor Resort

4th April 2022

Pay Gap



Foreword

Drayton Manor Resort is proud to stand within the local community as an equal opportunities employer reflecting the multicultural and gender diverse people who both work at and visit our Resort.

2022, our first full year of operation post covid restrictions has been focused on bringing our teams back together and driving business recovery plans to ensure the Resorts continued growth and success.

Joining Drayton Manor Resort in April 2022, I am very proud to be the Resorts first Female Managing Director and look forward to inspiring the next generation of leaders regardless of gender and identity.

Our gender split for 2022 is 56:46 Female to Male a reverse of the previous 2021 year statistics of 45:55 Female to Males

In 2022 we increased flexible working contracts to offer shifts that reflect the



Victoria Lynn

Managing Director

diverse needs of our colleagues to enable work to align with personal wellbeing and responsibilities.

We are currently creating Management and Colleague training pathways to further develop current skills and aid future development.

We acknowledge there is always more we can do as a business to develop and attract Female colleagues and plan to work with community groups within our local candidate market to support this.

Victoria Lynn

Pay Gap Reporting

In April 2017, UK Gender Pay reporting was introduced requiring all private and voluntary sector organisations with over 250 employees to publish data on their gender pay gap.

Reporting demonstrates the difference in the average hourly earnings between males and females in the workplace and this is expressed as a comparison percentage of males earnings.

Gender pay gap calculations do not take into consideration the role that the employee is performing or the seniority of the employee and only consider the “average” employee of each gender.

Is Gender Pay the same as Equal Pay?

No. This is because UK Equal Pay legislation deals with the pay differences between males and females who carry out or perform the same or similar work, or work of equal value.

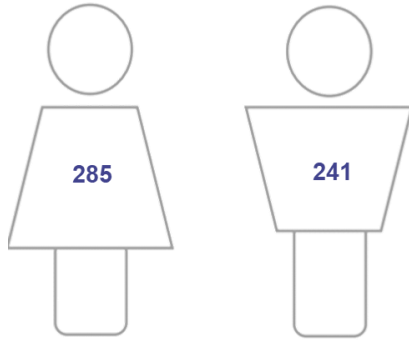
How is the Gender Pay Gap calculated?

- Mean gender pay gap – Difference between average hourly rates of males and females
- Median gender pay gap – Difference between median hourly earnings of males and females
- Mean bonus gender pay gap – difference between average bonus payments to males and females
- Median bonus gender pay gap – difference between median bonus payments to males and females
- Proportion of males and females receiving a bonus payment – the split of employees that received a bonus in the twelve-month period prior to the snapshot date.
- Proportion of males and females in each quartile band – the percentages of males and females in each of four equal sized quartiles created by ranking pay rates from highest to lowest



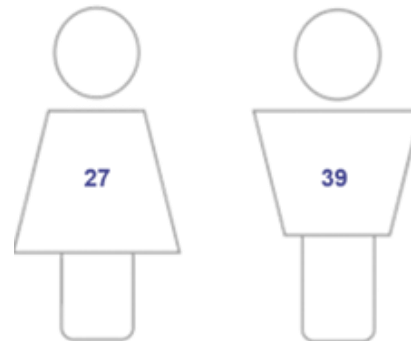
Population Demographics

Gender Split

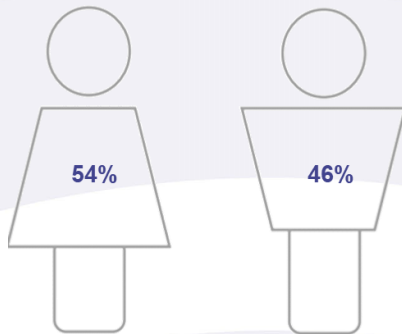


Total number of employees

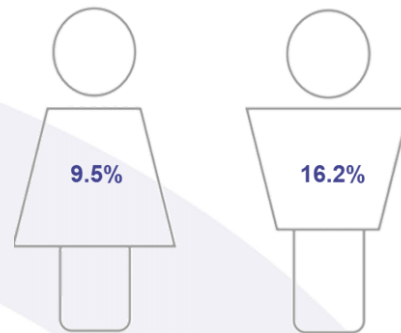
Bonus Split



Total number of employees to receive Bonus Payments



Total number of employees % split



Bonus Payments % by Total Gender Split

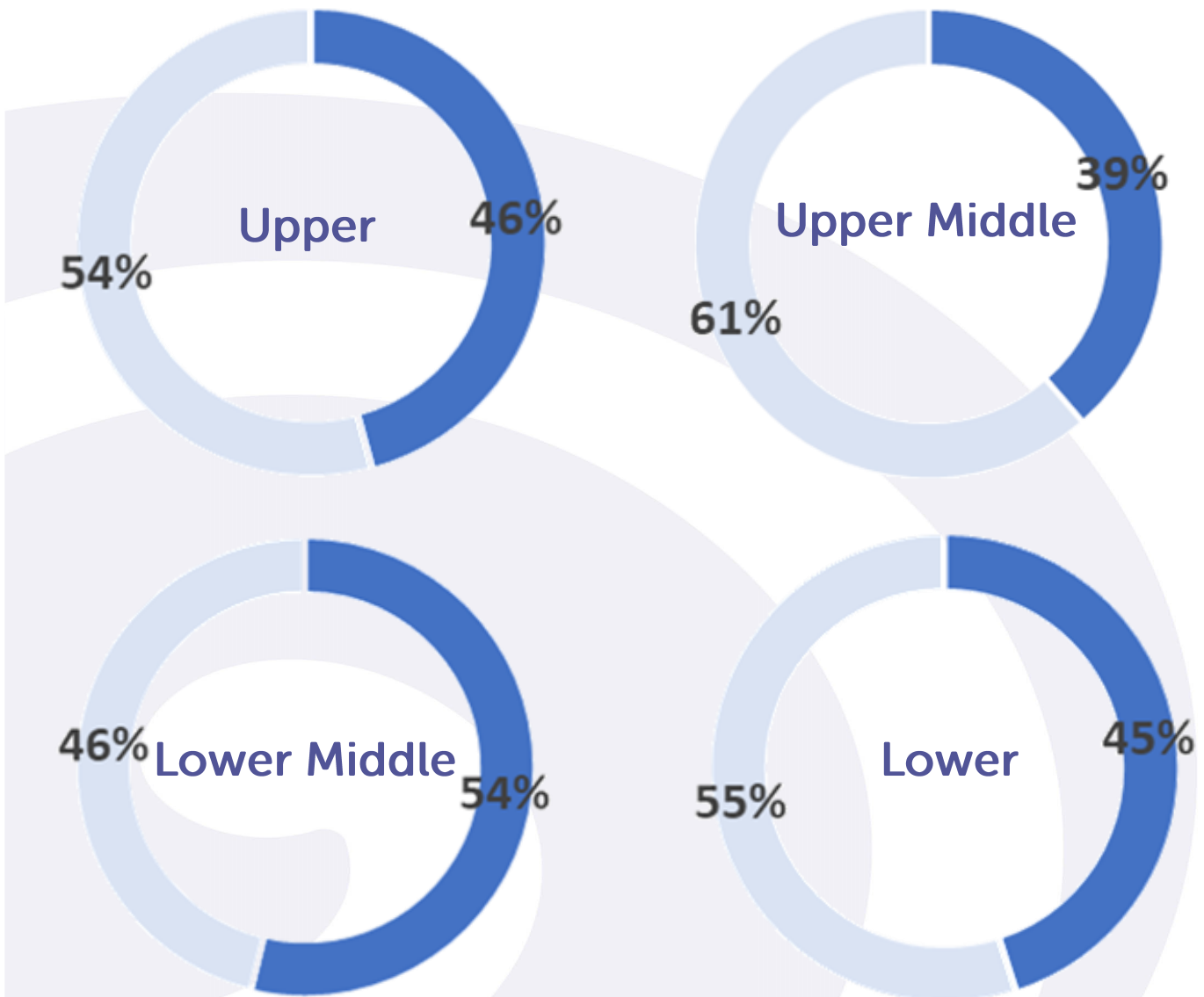
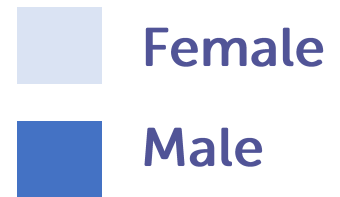
Mean & Median Split

The **mean** is calculated by adding together all data and then dividing the result by the number of data entries. The mean gender pay gap is the difference in the average hourly pay for women compared to men.

The **median** is the middle point of the data set in which half the numbers are above the median and half are below. The median gender pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

| | Mean | Median |
|-------|-------|--------|
| Pay | 1.07% | 5.22% |
| Bonus | -235% | 0.00% |

Pay Quartiles Split



Closing the Gap

For the year ahead we will be focusing on developing Training programmes to inspire our next generation of Team Leaders, Managers and Senior Leaders including a specific programme that provides additional support to Women in the Workplace.

We continue our focus on unconscious bias and ensure that decisions made in all aspects of people management are based on the right person for the role or situation regardless of any other characteristics.

With the appointment of the Resorts first female Managing Director we aim to inspire more Women to develop their careers and apply for Senior roles within the Resort.

We continue to encourage flexible working across all areas of the Resort to meet the diverse needs of all our colleagues regardless of gender to enable their work to align with their personal wellbeing and responsibilities.



Inclusivity is one of Drayton Manor Resorts key Values and we continue to encourage all of our colleagues, regardless of gender or other protected characteristics to be their true and best self and we commit to supporting them in every step of their employee-life-cycle here.

We accept that reducing the Gender Pay Gap will be a continuous process rather than an annual project and we remain committed to ensuring that all aspects of our colleagues journey with us, from Recruitment through to Development, Talent Management and Rewards & Recognition is reviewed through a gender lens to ensure parity at all levels and in all ways.

Declaration

We confirm the information and data reported is accurate as of 4th April 2022.

Victoria Lynn

Managing Director

Nicci Castanheira

Head Of HR





Gender Pay Gap Report 2022