



DRAYTON MANOR PARK GENDER PAY GAP REPORT

The Gender Pay Gap Regulations, otherwise known as the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in the UK on 5th April 2017. The regulations require all private and voluntary sector organisations with over 250 employees to publish data on their gender pay gap.

This involves publishing the results of six statutory calculations each year showing how large the pay and bonus gap is between male and female employees at the snapshot date (5th April annually). This gender pay report is based upon the snapshot date of 5th April 2017.

IS GENDER PAY GAP THE SAME AS EQUAL PAY?

No - equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender pay gap shows the differences in the average pay between men and women.

HOW IS GENDER PAY GAP CALCULATED?

The six calculations that are required are; -

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

OUR RESULTS

Our gender pay gap results are for Drayton Manor Park Ltd - the largest of our three companies with over 250 employees at the snapshot date. Drayton Manor Park Catering Ltd and Drayton Manor Hotel Ltd are not required to complete gender pay reporting at the present time.

We believe in creating a diverse and gender balanced workforce which reflects the values of our business. Values created by our founders (Mr and Mrs G H H Bryan) who 68 years ago, in their own equal gender partnership, embarked upon the journey together to build the foundations of what is now one of the UK's best loved, award winning family theme park attractions. One of our values is to 'build a positive team with a family spirit'. Our results reflect our success in achieving this.

	Gender Pay	Bonus Pay
Mean	3% lower	2.1% higher
Median	5.5% lower	68.6% lower

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



PROPORTION OF MEN AND WOMEN IN EACH QUARTILE

	Men	Women
Top Quartile	63.5%	36.5%
Upper Middle Quartile	51.6%	48.4%
Lower Middle Quartile	55.5%	44.5%
Lower Quartile	50%	50%

HOW DO WE COMPARE?

Across the UK men earned 18.1% more than women in April 2016 according to the Office for National Statistics (ONS), considerably higher than our 3% result. We achieve this with our approach of selecting the right person for the roles within our organisation regardless of their gender, offering flexible hours contracts to encourage women back into work after career breaks, providing paid dependency leave, enhancing our maternity and paternity payments, promoting family friendly policies and partnering with national charities to assist both genders back into work after long periods out of the jobs market. We embrace the skills all individuals bring and value the flexibility that they bring to us as an organisation that has fluctuating seasonal demands throughout the year.

WHY THE DIFFERENCES?

Our greatest gender pay gap is in Median Bonus Pay - 68.6% lower for women. For the 2016/17 financial year bonuses were paid to all permanent employees based upon the results of their annual appraisal grading, a percentage of their annual salary. In addition, all seasonal fixed terms employees with us at the time bonuses were paid received a fixed sum bonus. A higher proportion of females are seasonal fixed term employees, and this has impacted this statistic.

In addition, the top quartile reflects the higher paid skilled roles across the business (engineering and facilities) being dominated by males. This is an area we will look at through recruitment processes to address and aim to attract more women into these areas - although the lack of women undertaking STEM (Science, Technology, Engineering and Mathematics) subjects is a national issue and one which poses a bigger challenge for all employers.

I confirm that Drayton Manor Park Limited is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.



Clare Beasley
Director of People