



DRAYTON MANOR PARK GENDER PAY GAP REPORT 2019

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 2018.

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

The mean gender pay gap is the difference between the mean hourly rate of pay of male full- pay relevant employees and that of female full-pay relevant employees.

The Median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Since the last gender pay report Drayton have ensured that employees carrying out the same role or performing a role at the same level are paid equally.

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	8.9% lower	-
Median	4.2% lower	-

There are no figures published for Bonus calculations as for the year ending 5th April 2018 no company bonuses were paid.

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE

	Men	Women
Top Quartile	68.6%	31.4%
Upper Middle Quartile	47%	53%
Lower Middle Quartile	51%	49%
Lower Quartile	49%	51%

HOW DO WE COMPARE?

Nationally the gender pay gap fell from 2017 to 2018, and now stands at 8.6% among full-time employee (ONS). Our result of 8.9% for 2018 now puts us just above this national average and showing an increase of 5.9% on our 2017 figures.

WHY THE INCREASE?

Last year we reported that the top quartile reflected higher paid skilled roles across the business (engineering and facilities) being dominated by males. This has been further impacted this year by an increased number of new positions created in Engineering, Facilities and Health & Safety as well as increased salaries following completion of apprenticeships moving male employees from lower quartiles last year into the top quartile this year.

Since our 2017 Gender Pay reporting three female senior managers left the business, these positions were not re-recruited for and this has impacted our 2018 results.

WHAT ARE WE DOING ABOUT OUR GENDER PAY GAP?

During 2018 several new senior management and executive management positions have been recruited and as such we are expecting to see the impact of this in the Mean figure for our 2019 Gender Pay report and an increasing % of women within the Top Quartile employee figure.

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.

Our aim is to select the right candidate for the role regardless of their gender. 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. Following maternity or paternity leave, we always, where possible, try and accommodate flexible working requests. 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.

I confirm that Drayton Manor Park Limited is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

