

# Gender Pay Gap Report 2020

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We believe for our business and our people to be successful, both now and in the future, we must encourage everyone to reach their full potential. We strive to achieve objective workplace decisions, free from bias and based solely upon work criteria and individual merit. Our focus is on recognition and development for all.

## **What is a gender pay gap?**

The gender pay gap is the percentage difference between average earnings for men and women. It is not a comparison of pay rates for men and women doing work of equal value.

## **Our gender pay gap**

The median gender pay gap at Parkdean Resorts in 2020 is 2.7%. This shows a slight increase in our gender pay gap when compared to 1.5% in 2019, and is significantly lower in comparison to the UK median gender pay gap of 15.5%\*.

For this reporting period of April 2020, our data has likely been impacted by roles on furlough and lower than usual seasonal recruitment at this time of year. These changes may have artificially increased our gender pay gap for 2020, due to a large amount of our historical seasonal recruitment being women particularly in accommodation roles. This impact therefore reflects shorter term job market conditions rather than underlying pay trend changes.

# Parkdean Resorts Group - Gender Pay Gap Data 2020

	Mean pay gap	Median pay gap	Bonus mean pay gap	Bonus median pay gap	% of women receiving a bonus	% of men receiving a bonus
Parkdean Resorts Group	12.2%	2.7%	50.9%	15.4%	20.8%	31.6%
Parkdean Resorts Group			Upper	Upper middle	Lower middle	Lower
Women			43.7%	47.2%	57.4%	59.1%
Men			56.3%	52.8%	42.6%	40.9%

## Maintaining and addressing our gender pay gap

We recognise our gender pay gap and are continuously committed to developing and delivering actions to maintain and address this gap in our business, over the long term.

To reduce our pay gap we will continue to encourage all, regardless of gender, to apply for roles at Parkdean Resorts. We'll do this by ensuring job descriptions are gender neutral, attractive and factual for all. We'll also ensure we promote flexible working opportunities wherever possible. All of our management team are undergoing equality and diversity training, to provide insight and clear guidance throughout the business.

# Gender Pay Gap - Statutory Disclosures

At 5 April 2020, the company within the Parkdean Resorts Group which met the Gender Pay Gap reporting threshold is detailed below.

## Statutory disclosures:

	Mean pay gap	Median pay gap	Bonus mean pay gap	Bonus median pay gap	% of women receiving a bonus	% of men receiving a bonus
Parkdean Resorts UK Limited	9.3%	2.5%	46.9%	15.0%	20.5%	31.2%
Parkdean Resorts UK Limited			Upper	Upper middle	Lower middle	Lower
Women			43.8%	47.3%	57.5%	59.2%
Men			56.2%	52.7%	42.5%	40.8%

## Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2020.

**Steve Richards**

Chief Executive

