

FARNCOMBE ESTATE - GENDER PAY GAP REPORT



Farncombe Estate Holdings Ltd Gender Pay Gap

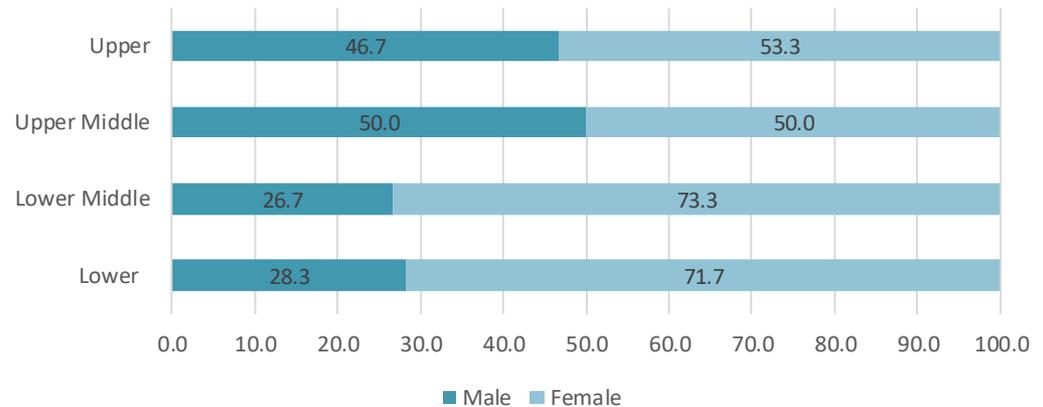
	Apr-22	Apr-21
Mean Pay Gap	9.80%	9.20%
Median Pay Gap	7.70%	7.60%
Mean Bonus Gap	29.60%	2.00%
Median Bonus Gap	50.00%	-73.40%

Percentage Receiving a Bonus

	Apr-22
Male	7.69%
Female	2.01%

* A pension salary sacrifice scheme and bonus sacrifice scheme are in place, and this pay is excluded from the calculations. Whilst the impact on the mean pay gap is relatively small, (excluding the salary sacrifice from the data decreases the mean pay gap in the upper quartile by 2.62% and the overall mean pay gap by 1.15%), there is more of an effect on the bonus pay gap - the mean bonus gap would be -51.6% and the median bonus gap would be -128.3% if the calculations used bonus rates with the sacrificed pay amount included.

Hourly Pay Quartiles by Gender % 2021 - 2022



At the time of writing this report, the average mean gender pay gap in the UK for 2021-22 is circa 13%, and so we are pleased to have a mean pay gap at Farncombe that continues to be lower, despite seeing a very slight increase of 0.6% year on year.

It is a similar situation when looking at median pay gap – whilst lower than the current UK median of circa 12.45% there has been a year on year increase of 0.1% in median pay gap at Farncombe.

As can be seen by the 'Pay quartiles by Gender', the majority of employees are female in the lowest two quartiles (where the gender pay gap is the smallest). Male and female employees are fairly equally represented in the top two quartiles where there are bigger pay gaps. We will continue to work hard to reduce the pay gap further and develop and promote more female employees into senior roles to help redress the balance.

Andrew Grahame
CEO – Farncombe Estate Holdings Ltd



FARNCOMBE ESTATE - GENDER PAY GAP REPORT



Equality and Fairness

The focus on fairness and equality at the Farncombe Estate remains consistent and applies to everyone that works in the business.

This includes the advertising of jobs, recruitment & selection, training & development, opportunities for promotion, conditions of service, benefits and pay. All employees, regardless of age, job role, experience or gender are paid above the National Minimum Wage (including apprentices).

Now, more than ever, having just come through two of the toughest trading years in recent history, we are devoted to looking after our team. We have revisited our commitment to offering fulltime and part time opportunities, with flexibility of working days and hours, and a focus on worklife balance.

Our plans for 2022 include signing up to the Living Wage Foundation and trying to ensure that all of our team is able to cope with the cost of living increases that are predicted in the coming year.

Reducing the gender pay gap as far as possible will remain an ongoing priority.

Differences in Pay

As can be seen by the 'Mean Difference in Pay by Quartile' figures, in the lower quartile female employees are now paid, on average, 7p per hour more than their male colleagues.

In the lower middle quartile, female employees are paid, on average, 4p per hour more than their male colleagues.

The upper middle quartile gap has reduced from 26p in 2021 to 13p in 2022. Despite the ratio of male: female employees is 50:50 in this quartile, there is more work to do to bring this further in line.

The largest pay gap still persists in the upper quartile, where fewer female employees are employed in the roles with the highest pay at the top of the quartile and where bigger differentials also exist in pay between hierarchical job roles.

Mean Difference by Pay Quartile`

	2022	2021
Lower Quartile	-£0.07	-£0.08
Lower Middle Quartile	-£0.04	£0.01
Upper Middle Quartile	£0.13	£0.26
Upper Quartile	£5.00	£4.43

Gender Pay Gap

The gender pay gap shows the difference in the average pay between all men and women in a workforce. It is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value

I confirm that the published information is accurate.

Andrew Grahame - CEO

Data as of 5th April 2021 calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

