



  
DE VERE

## GENDER PAY GAP REPORT (2022)

## De Vere - Gender Pay Gap Report (2022)

Organisations of more than 250 employees are required by UK law to publish gender specific pay data annually. For the De Vere group, this requires the publishing of pay data for De Vere 2 Limited and De Vere Wokefield Estate Limited.

At De Vere we aim to be an employer of choice and are committed to the principle of equal opportunities and equal treatment for all employees. Providing a diverse and inclusive workplace, where everyone, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability has an equal opportunity to reach their true potential and achieve their career ambitions, is therefore at the core of our values.

### Pay Gap

Gender pay differences are based on a snap shot date of 5th April 2022. It is not possible to comment on these results in comparison to results in 2021 or 2020, due to the majority of our colleagues being placed on furlough and therefore not included in the data for those years.

It is important to remember that the gender pay gap is different to equal pay, the gender pay gap measures the difference in average hourly pay between women and men. Equal pay measures what women and men are paid for doing the same or similar work of equal value. This means that whilst we are committed to the principles of equal pay for all employees and regularly review remuneration levels to ensure pay rates are governed solely by job position and not gender, it is still possible to have a gender pay gap. As a result of our continued scrutiny of equal pay, we are confident that any pay gap does not stem from paying men and women differently for the same or equivalent work.

### Pay Quartiles

De Vere legal entities with 250 employees or more	Hourly gender pay difference		Proportion of "full-pay relevant employees" in each quartile pay band (Male / Female)				Gender Bonus difference		Proportion of employees receiving bonus (Male / Female)
	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Mean	Median	
De Vere 2 Limited	17.1%	5.3%	35.7% / 64.3%	32.4% / 67.6%	41.4% / 58.6%	57.7% / 42.3%	65.1%	34.7%	32.4% / 33.1%
De Vere Wokefield Estate Limited	20.7%	12.3%	44.0% / 56.0%	41.2% / 58.8%	37.3% / 62.7%	68.6% / 31.4%	82.5%	-10.7%	41.6% / 35.3%

## Understanding the pay gap

In both legal entities under review, there are more women than men employed. Within De Vere 2 Limited it is a 41.3% / 58.7% split (male/female) and within De Vere Wokefield Estate Limited it is a more even split at 47.3% / 52.7% (male/female). Overall there is a very good level of female representation across the businesses. We believe this is partly due to our ability to offer considerable flexibility i.e. contracted hours, term time working, and numerous shift pattern options, all intended to support colleague commitments outside of work, particularly childcare, that is particularly important to many women as they remain predominately the primary childcare providers in the UK. These flexible options are particularly prevalent in housekeeping, reception and food and beverage departments and it is of note that in both entities the ratio of women to men in these departments is much higher. This may also however contribute to the difference at the lower pay quartile for both De Vere 2 Limited and De Vere Wokefield Estate Limited, as many of the roles within these departments, whilst paid considerably above the National Living wage, are still positioned at 'entry level.

It is encouraging to note the proportion of women that make up the upper middle quartile in both entities, although the upper quartile highlights a gender imbalance at the senior management positions.

It is also encouraging to note that whilst The Office of National Statistics (ONS) median hourly pay for all full-time employees in the UK for 2022 was reported as 8.3% less for women than men, the figures for De Vere 2 Limited are below this, at only 5.3%. (The ONS prefers to use the median figure because it is not distorted by a small number of higher earners within a business).

Within the wider De Vere group, women are well represented at senior levels, including for example, the Chief Operating Officer, Group Head of Talent Acquisition, and senior hotel management positions such as General Manager and Heads of Departments.

## Pay Gap Bonus Figures

The bonus gap calculation measures the difference between men and women's mean bonus pay over a 12 month period and the proportion of male and female colleagues who receive a bonus in the same 12 month period.

The proportion of male and females who receive bonuses is well balanced, however the mean figures for both entities is distorted as a result of bonus payments made to a few senior managers, the make-up of which was predominately male, highlighting a gender imbalance.

Attracting and internally promoting more senior female managers will continue to be a focus during 2023 as opportunities arise, which have been lacking in 2022 as a result of very stable senior leadership teams in these businesses.

## De Vere Initiatives

De Vere acknowledges that closing the gender pay gap requires a consistent and sustained focus to deliver meaningful progress over time. Below is a summary of the positive initiatives we continue to drive to support our commitment to close the gap.

As a result of the creation of a new Talent Acquisition team, there is an opportunity to review all of our recruitment and advertising materials and processes to ensure there is no opportunity for conscious or unconscious biases to deterred applicants (internal or external), thus ensuring we are promoting a fair, transparent and inclusive environment for all.

A new Leadership Development Programme is being developed in 2023 aimed particularly at Head of Department level and above. One of the aims of the programme is to strengthen the future internal female talent pipeline, by building females confidence and capabilities so that they more readily put themselves forward for opportunities across the businesses.

Talent performance reviews have been conducted in the first quarter of 2023, providing opportunities to identify and support the development and career aspirations of colleagues at all levels of the business.

We continue to promote Apprenticeships that provide different entry level development programmes, supporting the individual needs of both existing colleagues and external candidates.

Inspire online our e-learning portal allows our colleagues to undertake flexible self-development from any location be that home or work, which means that leaders and colleagues are able to own their learning experiences based on their individual needs . Among our programmes we offer training on Equality, Diversity and Inclusion.

Our Employee Assistance Programme provided by Hospitality Action provides a Parenting Helpline – topics covered include: pregnancy and birth, single parenting, shared parenting, and teenage challenges. It also offers signposting for financial planning and provides a networking forum for those considering retirement.

Our partnership programmes with local schools, colleges and universities, help to raise young people's awareness of the different career opportunities available within the hospitality sector, and to help dispel any misperceptions and stereotypes.

As previously noted, due to the nature of our business, we are able to support flexible working by providing 100's of different working patterns, allowing our colleagues the opportunity of finding the right role to support their needs.

I can confirm that the information in this statement is accurate.



**James Burrell**

Chief Executive Officer