



LEEDS CASTLE GENDER PAY GAP REPORT 2019

In April 2017 legislation was introduced which required all UK employers with more than 250 employees to publish their gender pay gap. Our report combines Leeds Castle Foundation and its trading subsidiary Leeds Castle Enterprises Ltd.

The Gender Pay Gap is defined as the difference in the average pay between men and women. This is expressed as a percentage of men's earnings.

The Gender Pay Gap differs from the issue of Equal Pay which deals with the pay differences between men and women who carry out the same job, similar job or work of equal value.

Organisations are required to publish the results based on the following:

- The mean gender pay gap
- The median gender pay gap
- The mean gender bonus gap
- The proportion of men and women receiving a bonus
- The proportion of men and women in each of four pay bands

To better understand this reporting it is helpful to remember:

Mean is the average where you add up all the numbers and then divide by the number of numbers

Median is the middle value in the list of numbers.

PAY

Difference in average pay between men and women:

MEAN	12.34%	(2018 – 13.72%)
MEDIAN	7.60%	(2018 – 6.08%)

BONUS

Difference in average bonus between men and women who receive a bonus:

Mean Gender Bonus Gap (against Male pay)	0%	(2018 - 51%)
Median Gender Bonus Gap (against Male pay)	0%	(2018 - 20%)
Proportion of Male employees who received a bonus	0.93%	(2018 - 23%)
Proportion of Female employees who received a bonus	3.08%	(2018 - 20%)

Leeds Castle – Percentages of Male and Female Per Quartile

No. Per Section	Sections	Male Qty	Female Qty	Male %	Female %
55	Lower Quartile	21	34	38.18%	61.81%
55	Lower Middle Quartile	21	34	38.18%	61.81%
55	Upper Middle Quartile	27	28	49%	51%
55	Upper Quartile	28	27	51%	49%