

# Howletts & Port Lympne Gender Pay Gap Report 2024



## 1. What is the Gender Pay gap?

The gender pay gap is the measure of the difference in average pay of male and female employees employed by Howletts and Port Lympne parks.

The gender pay gap is different to equal pay. Equal pay is the actual earnings of males and females performing equal work.

## 2. Our approach to pay across Howletts and Port Lympne parks

We are proud of every employee and their contributions, which help us achieve our organisational vision. Both parks are committed to promoting gender equality and inclusivity, through the policies and procedures we implement and the organisational culture we foster. This is reflected in our core values which we build into every decision.



We also use a job grading process to ensure we have a fair way of assessing all roles. Job roles are assessed by a grading committee to provide an unbiased overall grade from A to K, to ensure equal pay for equivalent jobs.

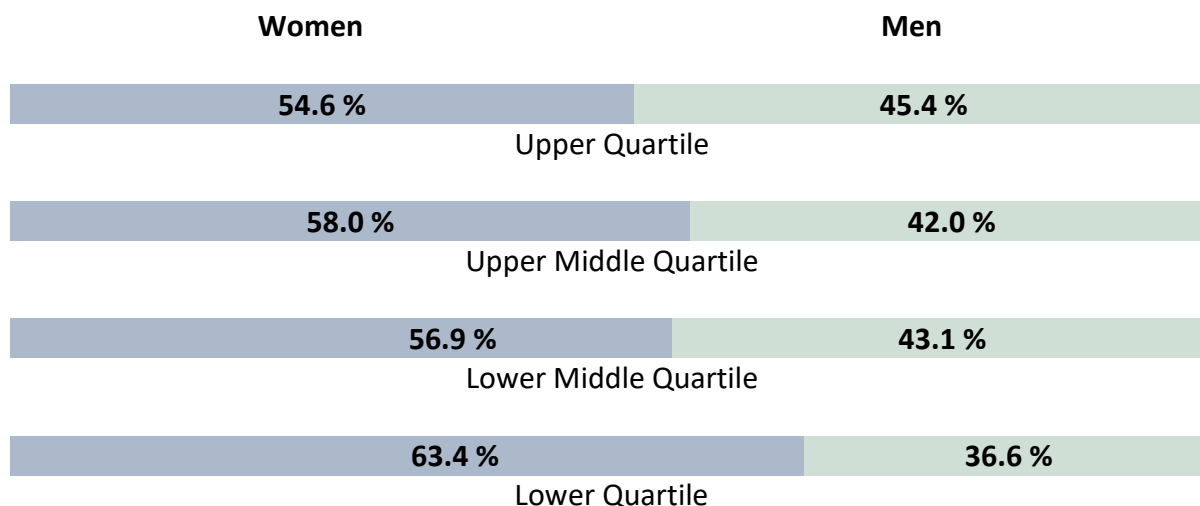
## 3. Demographics of Howletts and Port Lympne parks on 6 April 2024

	Female	Male
Number of Employees	304	218
Percentage of total employees	58.2%	41.8 %

A significant number of the employees employed by Howletts and Port Lympne are female identifying.

#### 4. Gender split by pay quarter

The workforce has been divided into four pay quartiles to better understand the distribution of male and female employees across the pay spectrum. Below is a breakdown of the gender distribution across each quartile, based on hourly rates of pay on the snapshot date in April 2024.



Across the parks, this means women occupy 54.6 % of the highest paid jobs, up from 46 % in 2023. They also occupy 63.4 % of the lowest paid jobs, which is a decrease from 70.1 % in 2023. It also shows that women occupy over half of jobs in every quarter.

#### 5. Distribution of Bonus Pay

The gender pay gap in bonus pay is also measured. This figure shows the percentage of men and women who received bonus pay in the 12 months ending on the snapshot date.

Percentage of women receiving a bonus	2.5 %
Percentage of men receiving a bonus	1.9 %

This suggests that a slightly higher percentage of female employees receive a bonus compared to male employees, but the total bonus amount remains tilted towards male employees, outlined below.

## 6. Mean and Median gender pay gap and bonus gap

This table shows the mean and median gender pay gap for the parks, based on hourly rates of pay and bonus pay on the snapshot date in April 2024.

	Median (Middle)	Mean (Average)
Gender pay gap	1.3 %	8.1 %
Gender bonus gap	40.0 %	94.3 %

Results from this gender pay gap reporting demonstrate that the parks' median gender pay gap is 1.3 %, down from 4.4 % in 2023. This indicates a smaller gap at the median level compared to the mean.

The mean gender pay gap uses the hourly rate of pay for all employees, to calculate the difference between the average hourly pay for males and the average hourly pay for females. The average hourly pay gap across the parks is 8.1 % in favour of males, based on April 2024 rates of pay. This is a decrease from 2023, when the mean figure was 11.6 %.

The median gender bonus gap figure demonstrates a 40 % difference in favour of males. Bonus pay includes contractual long service awards as well as performance rewards made in the 12-month period ended April 2024.

## 7. Our Commitments

We take the gender pay gap seriously and are committed to addressing it through a range of initiatives aimed at achieving gender parity in both pay and career opportunities. While our mean gender pay gap is 8.1 %, we believe that there is potential for improvement, particularly in ensuring equal access to high-paying roles and opportunities for career progression. It is also important to recognise that the gender pay gap has reduced since 2023 and women now occupy 54.6 % of the highest paid jobs. As we look forward to 2025, we are focused on:

### 7.1 Promoting gender balance in Leadership

We will continue to focus on increasing the representation of women in senior leadership positions. Through coaching programs and leadership training, we aim to ensure that women and men have equal access to leadership roles.

### 7.2 Pay transparency

We are committed to increasing transparency around pay grades. By ensuring that our pay grading structure is clearly defined and communicated, we aim to remove any unintentional bias in pay.

### 7.3 Flexible Working Policies

We will continue to support flexible working options, which are known to improve work-life balance and attract a more diverse workforce. We recognise that flexible working arrangements can have a positive impact on gender equality in the workplace by accommodating the needs of both men and women.

#### **7.4 Comprehensive Training**

To ensure there is no bias in hiring, promotions, and pay decisions, we will continue to offer recruitment training to all recruiting managers. By ensuring our managers are equipped with the skills to make informed decisions, we will support our efforts to close the gender pay gap.

#### **7.5 Core Values**

Continuing to embed our core values promotes a one team focused approach and recognises the contributions of our employees, in order to succeed together, regardless of gender.

### **8. Conclusion**

While we are pleased with the progress made in certain areas, we acknowledge that there is still work to be done. The initiatives we continue to implement through 2025 will be central to our ongoing efforts to reduce the gender pay gap and ensure that everyone has an equal opportunity to succeed.

### **Communicating the Gender Pay Gap**

Legislation requires us to publish the Gender pay gap report on both the governments gender pay gap service website as well as our own website. This ensures it is accessible to both employees and the public.