

whatley manor



Whatley Manor Hotel & Spa is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy or maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic referred to above.

Our workforce is made up as follows; 48% female and 52% male. We have 22 managers, of which 12 (54.5%) are female. Our Senior Manager is female.

Gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. Our results are shown below, reflecting the proportion of women in senior roles and demonstrating an average gender pay gap favourable to women.

Our Results

	Mean Gender Pay Gap	Median Gender Pay Gap
MAC Hotels Ltd- Whatley Manor Hotel & Spa	-8.3%	-1.71%
UK National Average	17.1%	17.9%

Our gender pay gap remains significantly below the national average

Employees pay By Quartile

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	53.5%	53.5%	47.8%	47.8%
Female	43.5%	43.5%	52.2%	52.2%

Our results show that our gender pay gap is significantly below national averages and illustrates our continuing commitment to gender equality. We continue to develop a diverse workforce through attracting and retaining colleagues aligned to our values. Whatley Manor Hotel & Spa is proud to demonstrate that it is a fair and equitable employer and that our colleagues are not paid differently, nor recruited or promoted according to their gender.