

Howletts & Port Lympne Gender Pay Gap Report

2023





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.

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.

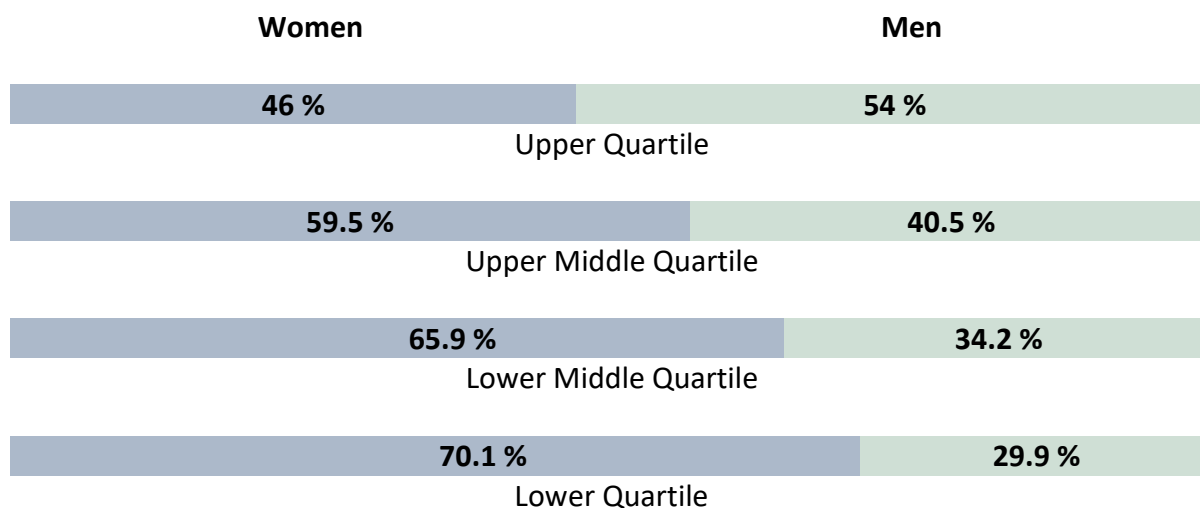
Demographics of Howletts and Port Lympne parks

	Female	Male
Number of Employees	305	200
Percentage of total employees	60.4 %	39.6 %

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

Gender split by pay quarter

Proportion of men and women in each pay quartile, based on hourly rates of pay on the snapshot date in April 2023.



Across the parks, this means women occupy 46 % of the highest paid jobs and 70.1 % of the lowest paid jobs. It also shows that women occupy a significant proportion of jobs in the middle quartiles.

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 2023.

	Median (Middle)	Mean (Average)
Gender pay gap	4.4 %	11.6 %
Gender bonus gap	-22.2 %	23.7 %

Results from this gender pay gap reporting demonstrate that the parks' median gender pay gap is 4.4 %.

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 11.6 % in favour of males, based on April 2023 rates of pay.

The median gender bonus gap figure demonstrates a 22.2 % difference in favour of females.

Our Commitments

The parks recognise that there is still work to do, but we are working hard to promote inclusive behaviours and take action to reduce our gender pay gap. We are focused on:

- Continuing to invest in leadership training to ensure our managers have the skills and confidence to succeed in senior leadership roles, with a focus on providing opportunities for career progression to both females and males.
- Working hard to ensure our working practices and recruitment opportunities promote flexible opportunities for females and males. This includes our family friendly policies incorporating enhanced maternity and paternity pay.
- We take active steps to support parents returning to the workplace, to ensure a smooth and successful transition back into the workplace and provide open discussions about flexible and hybrid working practices to support work life balance.
- Continuing to embed our core values which promote a one team focused approach and recognises the contributions of our employees in order to succeed together.

We will strive to find initiatives to help us reduce the gap and will continue to demonstrate our pledge to gender inclusivity.

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.