

De Vere - Gender Pay Gap Report (2021)

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

At De Vere we are committed to being a truly inclusive place to work. We aim to be an employer of choice and are 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/maternity, sexual orientation, gender reassignment or disability.

We believe our recruitment, career development and recognition and reward strategies ensure everyone has equal opportunities and are treated fairly and with respect. We are committed to the principles of equal pay for all of our employees and regularly review remuneration levels to ensure pay rates are governed solely by job position and not gender. We are therefore confident that any pay gap does not stem from paying men and women differently for doing the same or equivalent work.

Gender pay difference statistics are based on a snapshot date of 5th April 2021. Similar to the results for 2020, the vast majority of our colleagues were furloughed on the UK Government's Job Retention Scheme on this date. Therefore, they are not included in the gender pay differences as they did not meet the criteria for being "full-pay relevant employees".

Out of De Vere 2 Limited's 294 employees there are only 12 colleagues, (of which 10 are male and 2 female) who meet the required criteria and therefore the results reported below are not an accurate representation of gender pay in the business due to the small sample size.

Pay Gap

The data for the pay gap highlights that for full pay relevant employees;

- Mean females earnings are 13.4% higher than males.
- Median female earnings are 48.7% higher than males.

Pay Quartiles

Proportion of "full-pay relevant employees" in each quartile pay band (Male / Female %)			
Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
100.0% / 0.0%	100.0% / 0.0%	66.7%/33.3%	66.7%/33.3%

Pay Gap Bonus Figures

The pay gap bonus figures represent the bonus earnings over a 12 month period from April 2020 – March 2021 of 8 male and 4 female colleagues.

- Mean females bonus earnings are 80.1% lower than males.
- Median female bonus earnings are 87.3% lower than males.

These results are again distorted by the effect of the pandemic as a number of colleagues whose roles would normally have been eligible to earn a bonus were furloughed during this period.

De Vere Initiatives

We continue to implement measures aimed at reducing pay gaps and ensuring equal opportunities for all employees. These include:

- The promotion of Apprenticeship qualifications that offer our colleagues numerous development opportunities at varying levels of entry, from level 1 to 7.
- Inspire online our e-learning portal allows our colleagues to undertake flexible self-development from any location be that home or work. Among our programmes we offer training on Equality, Diversity and Inclusion.
- Our Employee Assistance Programme provided by Hospitality Action provides a Parenting Helpline – topics include: pregnancy and birth, single parenting, shared parenting, and teenage challenges. It also offers signposting for financial planning and has 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.
- Due to the nature of our business we try to support flexible working by providing 100's of different working patterns, both full time and part-time. This allows our colleagues the opportunity of finding the right role to support their personal circumstances and needs.

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



James Burrell

Chief Executive Officer