



CHESTER

Gender Pay Gap Report 2018

The gender pay gap is the difference between mean and median pay of men and women, whereas equal pay is where men and women are paid the same rate for performing the same work of equal value. Chester Race Company is dedicated to being an equal opportunities employer. The median difference in hourly pay is currently **4% in comparison to the UK average of 18%**. Currently the majority of our Senior Management team is made up of males, therefore contributing to both the difference in mean hourly pay (23%) and the upper quartile pay (71%). The median bonus pay is currently 25%. Within the period of the snapshot date our raceday stewards and security (casual workers) received an attendance bonus, and with a split of 79% male and 21% female within this department naturally this contributes to a higher percentage of employees who received bonus pay (72% male, 30% female). Since the introduction of the national living wage, 58% (over 25 years of age) of our casual workforce included in our calculations for gender pay gap reporting were male. Further, we have only two executive directors who are males which impacts the upper quartile pay along with the bonus pay gap.

	Mean	Median
Difference in hourly rate of pay	23%	4%
Difference in Bonus Pay	28%	25%

	Male	Female
% of employees who received bonus pay	72%	30%

Employees by pay quartile	Male	Female
Upper Quartile	71%	29%
Upper middle quartile	67%	33%
Lower middle quartile	66%	34%
Lower quartile	36%	64%

We continue our commitment towards addressing our gender pay gap through various measures such as:

- Reviewing our recruitment and selection practices to ensure there is equal access to all opportunities within the company
- Implementation and access to our Learning and Development programme for all permanent employees, with an increased training budget available
- Review of our flexible working practises throughout the business
- Constantly reviewing our pay structure ensuring a fair and consistent rewards and remuneration strategy
- A continuation of equal opportunities training at all levels ensuring our inclusion and diversity strategy is performing

We confirm that our gender pay gap data has been calculated in accordance with the requirements of the equality act 2010 (Gender Pay Gap Information) Regulations 2017.