

Introduction

Goodwood supports the fair treatment and reward of all staff irrespective of gender. The Company are committed to promoting a diverse workforce at all levels across the business.

We operate a fair and consistent recruitment process and are proud that what could be classed as a male dominated industry (sports) that across the Group as a whole the majority of our Companies have a pay gap of less than the national average (18%).

This report sets out each of Goodwood’s five Company gender pay gap results covering the six key metrics that are necessary under the rules on gender pay gap reports. The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. These are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the difference in mean bonus pay of men and women, expressed as a percentage
- the difference in median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

It is important to note that “**gender pay gap**” is different to “**equal pay**” which is the difference between men and women who carry out similar jobs.

Signed by Chris Woodgate COO

Company	Mean gender pay gap in hourly pay (%)	Median gender pay gap in hourly pay (%)	Mean bonus gender pay gap (%)	Median bonus gender pay gap (%)	Proportion of males receiving a bonus (%)	Proportion of females receiving a bonus (%)
Estate	27.35	10.20	61.26	4.25	54.76	43.35
GRRC	16.82	9.03	59.31	17.92	25.34	39.67
Hotel	-5.97	-1.59	42.77	-2.11	62.34	45.22
Club	14.95	0.81	52.85	18.18	67.44	65.91
Racecourse	-13.46	-7.35	59.28	12.19	66.67	63.16

The Estate Company shows a pay gap due to a majority of our male Directors, CEO and Chairman being employed here.

Company	Proportion of staff in each quartile							
	Lower quartile		Lower mid quartile		Upper mid quartile		Upper quartile	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Estate	45.3	54.7	50.0	50.0	58.5	41.5	60.4	39.6
GRRC	42.1	57.9	39.5	60.5	36.8	63.2	57.9	42.1
Hotel	46.7	53.3	45.2	54.8	38.7	61.3	46.7	53.3
Club	54.5	45.5	68.2	31.8	50	50	82.6	17.4
RC	66.7	33.3	42.9	57.1	42.9	57.1	50	50

The quartiles show the proportion of male and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided into four equal parts and calculated the percentage of men and women in each of these quartiles.