



Haulfryn Gender Pay Gap Report 2023

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Foreword from Eve West, Group Head of HR

This is our Gender Pay Gap report for 2023 as taken on the snapshot date of 5th April 2023:

The report is produced in the first year following the demerger of 13 parks from Haulfryn Group Limited to Haulfryn Limited in May 2022.

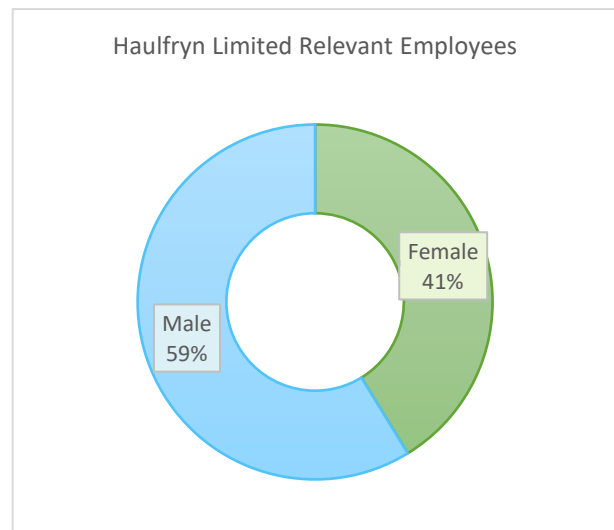
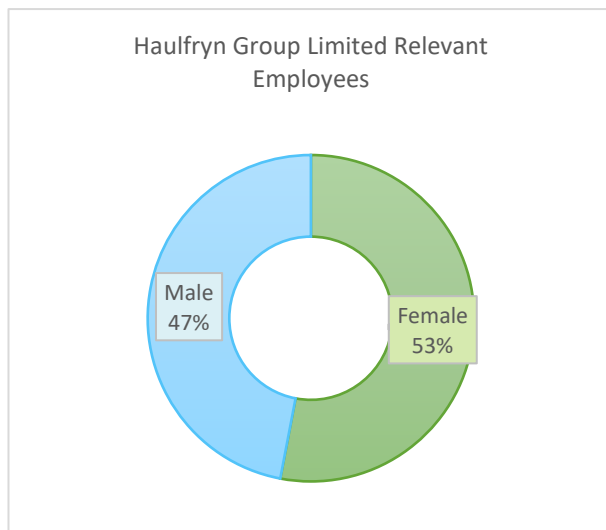
The business now operates through these two entities.

Haulfryn Group Limited (HGL) has 316 employees and is required to submit gender pay gap information. Haulfryn Limited (HL) has 143 employees and does not meet the requirements to submit gender pay gap information.

For transparency the report will present information on both entities.

Our workforce is based in England and Wales in Holiday and Residential Parks and a Support Office, **over 70%** of our workforce work in food and beverage, housekeeping, leisure, and maintenance.

Haulfryn Workforce



Our Gender Pay Gap Results

Haulfryn Group Limited (HGL)

125 men and 140 women were relevant employees and included in the calculation at the snapshot date.

Pay		Bonus	
Our mean gender pay gap is	5.13%.	Our mean gender bonus gap is	-51.75%.
Our median gender pay gap is	4.04%.	Our median gender bonus gap is	-67.28%.

This year shows a **positive** mean gender pay gap, with women on average having a **5.13%** lower hourly rate than men.

The median hourly rate was **4.04%** higher for men than women.

The proportion of male employees receiving a bonus is 2.74% and the proportion of female employees receiving a bonus is 1.18% within the 12-month period.

Haulfryn Limited (HL)

84 men and 59 women were relevant employees included in the calculation at the snapshot date.

Pay		Bonus	
Our mean gender pay gap is	4.37%	Our mean gender bonus gap is	15.42%
Our median gender pay gap is	4.56%	Our median gender bonus gap is	-48.65%

This year shows a **positive** mean gender pay gap, with women on average having a **4.37%** lower hourly rate than men.

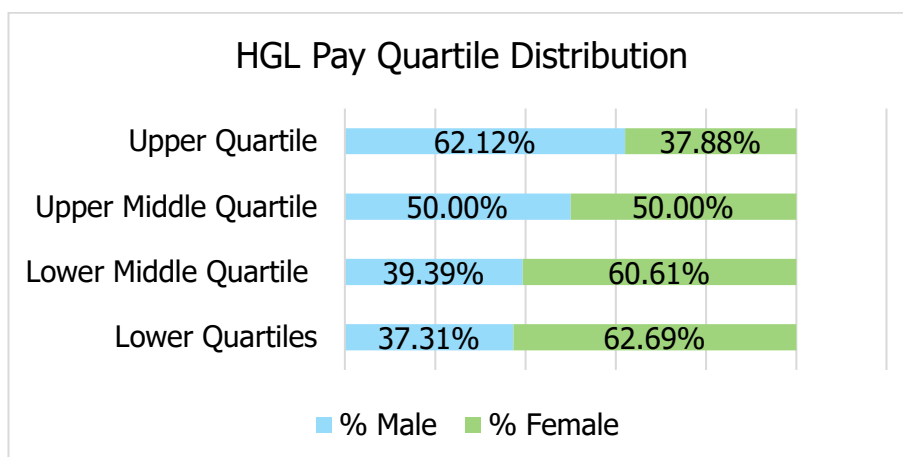
The median hourly rate was **4.56%** higher for men than women.

The proportion of male employees receiving a bonus is 5.77% and the proportion of female employees receiving a bonus is 5.33% within the 12-month period.

For both HGL and HL, when men and women are doing the same roles or roles of equivalent value, there is no gender pay gap evident.

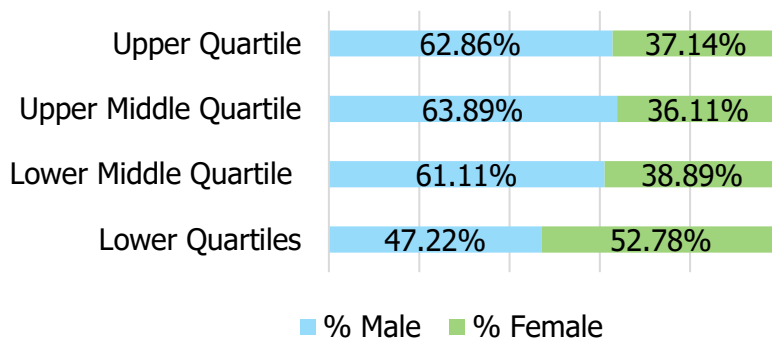
Quartile data

The tables show our workforce divided into four equal-sized groups based on hourly pay rate.



For Haulfryn Group Limited, the quartile data shows 37.88 % of women in the upper quartile against 52.83% of women included in overall gender pay data calculations.

HL Pay Quartile Distribution



For Haulfryn Limited, the quartile data shows 37.14 % of women in the upper quartile against 41.26% of women included in overall gender pay data calculations.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for work of equal value. We are committed to equal opportunities and equal treatment for all employees. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This pattern from the UK economy is reflected in the make-up of our organisation where men are more prominent in the upper quartile.

How does our gender pay gap compare with that of others?

The median gender pay gap for the whole economy (according to the November 2023 ONS ASHE figures) is 14.3%, while in the Leisure, travel, and related personal service occupations sector it is 5.3%. At 4.04%, our median gender pay gap is lower than the whole economy and others in our sector.

The Future

Haulfryn has undertaken changes since the snapshot date, not least the change in structure and leadership. We recognise that any gender pay gap, even one that compares favourably to others such as ours does, still requires action and we remain committed to reducing the gap. For both companies we have taken the same approach to reducing the Gender Pay Gap.

We have implemented Real Living Wage.

We have a targeted strategy to attraction, recruitment, and retention.


We have aligned the bonus scheme to better reflect the organisational strategic objectives.

We have offered alternatives to zero hours contracts and are introducing predictable working patterns where chosen.

We are focussed on championing and utilising the apprenticeship levy at all organisational levels, partnering with apprenticeship providers UK wide, across a breadth of skills from operational to management level.

Our Board and Executive Team remain committed to building on this and further improving our gender pay gap across all measures.

I confirm that the gender pay and bonus gap calculations and the data provided for Haulfryn Group Limited is accurate.



Tim Eggar
Chairman