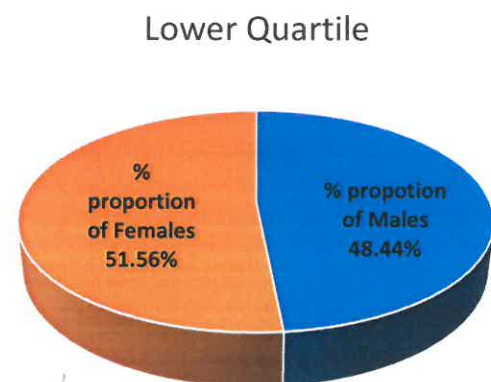
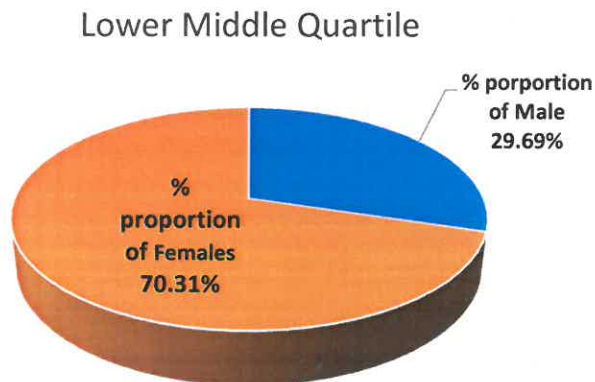
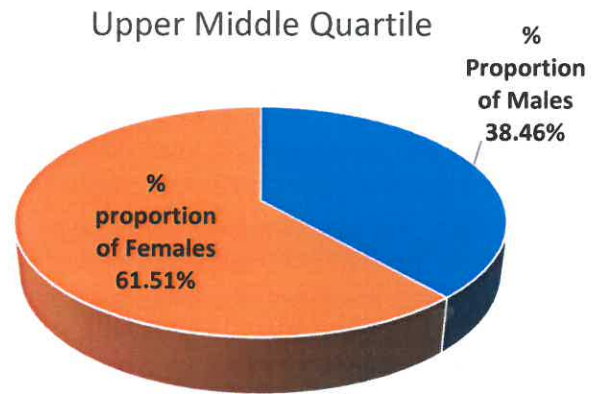
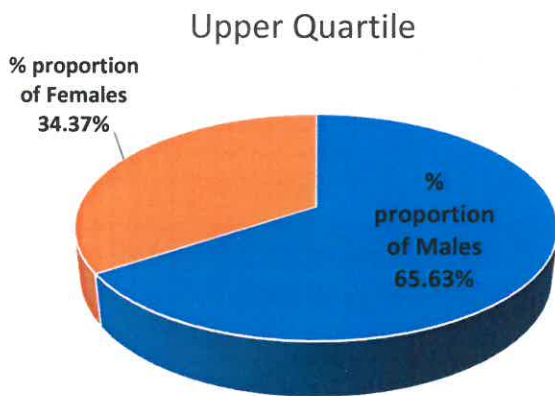


Gender Pay Gap

The UK Government has introduced reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information from the snapshot date in April 5th 2022 and the context of our results.

Gender Pay Gap	Rockliffe Hall Ltd
Mean Gender Pay Gap	12.29%
Median Gender Pay Gap	2.93%
Mean Bonus Gender Pay Gap	52.33%
Median Bonus Gender Pay Gap	-39.36%
Proportion of Males Receiving a Bonus Payment	10.26%
Proportion of Females Receiving a Bonus Payment	18.44%

Proportion of Males and Females in each Quartile Band



The mean gender pay gap for Rockliffe Hall Ltd has been calculated at 12.29%, which is due to the Female mean pay being less than the male. This is also reflected in the median pay gap equalling to 2.93%. In the upper quadrille half of the employees were chef's, which is a predominately male industry. Due to the nature of hospitality post covid, the salaries of chefs were higher than pre-covid.

The mean bonus gender pay gap has been calculated at 52.33% due to more senior management being male in the upper quartile slightly inflating the male bonus gender pay gap. However the female median bonus was 39.36% higher than the males with just over twice as many females receiving a bonus.

The quartile analysis shows that the proportion of males is higher than females in the upper quartile.

I can confirm that the data reported above is accurate.



Graham Chambers
HR Director



Jason Adams
Managing Director