

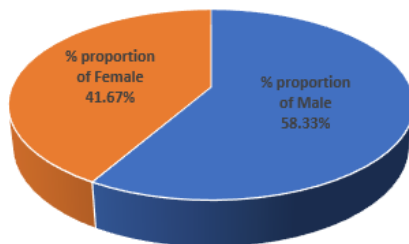
Gender Pay Gap

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 2021 and the context of our results.

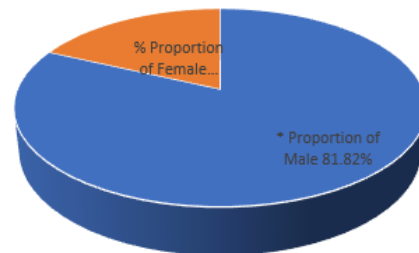
Gender Pay Gap	Rockliffe Hall Ltd
Mean Gender Pay Gap	-9.86%
Median Gender Pay Gap	-14.94%
Mean Bonus Gender Pay Gap	97.26%
Median Bonus Gender Pay Gap	50.00%
Proportion of Males Receiving a Bonus Payment	33.33%
Proportion of Females Receiving a Bonus Payment	36.36%

Proportion of Males and Females in each Quartile Band

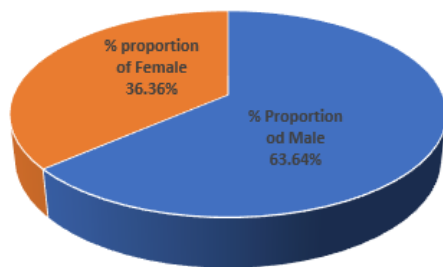
Upper Quartile



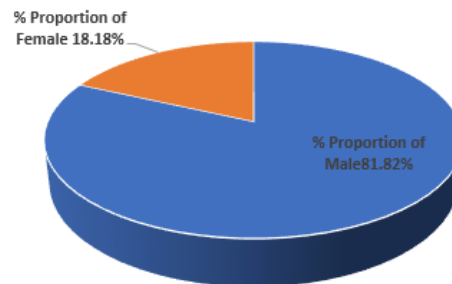
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



The mean gender pay gap for Rockliffe Hall Ltd has been calculated at -9.86% in the favour of Female Employee's, which due to the Female mean pay being more than Males. This is also reflected in the median pay gap equalling -14.94% in that the Females working were paid more than the Men. This was due to the resort being closed and the majority of Team Members on furlough pay, these figures are based on non-furloughed employees. The Females that were working whilst the resort was closed through lockdown, were in majority within specialist roles which paid a higher rate of pay.

The mean bonus gender pay gap has been calculated at 97.26%. This gap is a result of a commission on tuition fees earned by Golf Professionals (all male), This would normally be compared to the commission of the sale of spa products and fitness instruction, but due to the Covid 19 pandemic the Spa was closed, therefore Spa therapists (all female) and Spa Fitness instructors (predominantly female) did not earn commission during this time.

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

I can confirm that the data reported above is accurate.



Graham Chambers
HR Director



Jason Adams
Managing Director