



Gender Pay Gap Report 2018

ONE TEAM, ONE VISION

Parkdean Resorts values each and every person for their unique and individual contribution to our business.

We believe that for the business and our people to be successful, both now and in the future, we must encourage everyone to reach their full potential. As such, we strive to achieve workplace decisions that are objective, free from bias and based solely upon work criteria and individual merit. Our focus is on the recognition and development of all.

We recognise our Gender Pay Gap and are committed to developing and delivering actions to address this gap, and to clearly communicate what these are and how we will achieve them in our business.

To reduce our pay gap, we will continue to encourage all, regardless of gender, to apply for roles at Parkdean Resorts. We will do this by ensuring job descriptions are gender neutral, attractive and factual for all. We will also ensure we promote flexible working opportunities wherever possible and review our family friendly benefits offering. Our management team will all undergo equality and diversity training, to provide insight and clear guidance through out the business.

We will continue to offer development opportunities fairly, whilst ensuring we have robust succession plans in place across the business, to support the progression of our teams.



John Waterworth

John Waterworth
Chief Executive



Maggie Pavlou

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HR Director



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GENDER PAY GAP DATA –



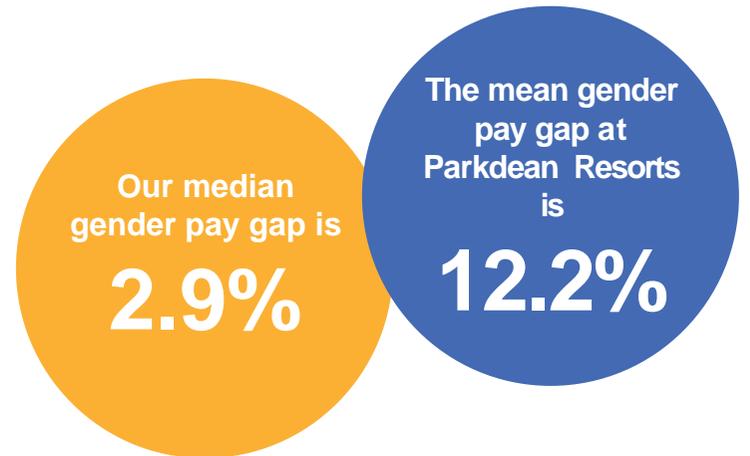
Proportion of men and women per earning quartile

Women Men

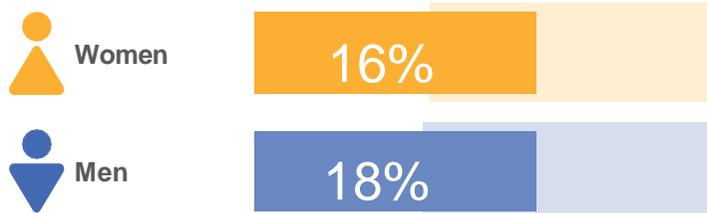


Bonus pay gap

Mean	62%
Median	32%



Proportion of people receiving a bonus



Statutory disclosures

At 5 April 2018, companies within the Parkdean Resorts Group who met the reporting threshold are displayed below.

Statutory disclosures

	Mean pay gap	Median pay gap	Bonus mean pay gap	Bonus median pay gap	% of women receiving a bonus	% of men receiving a bonus
Parkdean Resorts UK Limited	9.0%	2.5%	60.3%	29.2%	16.1%	18.0%

Parkdean Resorts UK Limited	Upper	Upper middle	Lower middle	Lower
Women	45%	49.9%	55.5%	56.2%
Men	55%	50.1%	44.2%	43.8%

For comparison the figures for the group are:

	Mean pay gap	Median pay gap	Bonus mean pay gap	Bonus median pay gap	% of women receiving a bonus	% of men receiving a bonus
Parkdean Resorts Group	12.2%	2.9%	61.9%	32.0%	16.4%	18.3%

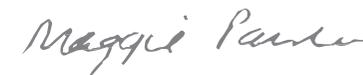
Parkdean Resorts Group	Upper	Upper middle	Lower middle	Lower
Women	44.5%	49.8%	55.8%	56.2%
Men	55.5%	50.2%	44.2%	43.8%

Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5 April 2018.



John Waterworth
Chief Executive



Maggie Pavlou
HR Director

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