

2018 Gender Pay Gap Report

Under new laws welcomed by Crown Golf, all employers in the UK with 250 or more employees must now report statutory calculations showing the size of their gender pay gap.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men within an organisation at a given snapshot date. The government aim is that the gender pay gap should be eliminated over time. To do this would require equal representation of both genders at every level of the organisation.

The median gender pay gap for Crown Golf is 3.41%, which is significantly lower than the UK average of 8.6% as reported by the UK Office for National Statistics (ONS).

The gender pay gap statistics for Crown Golf at the 5th April 2018 snapshot date are as follows:

Mean Gender Pay Gap	10.79%
Median Gender Pay Gap	3.41%
Mean Bonus Pay Gap	-208.95%
Median Bonus Pay Gap	-257.23%
% men receiving a bonus	18.23%
% females receiving a bonus	19.05%

Quartiles	% Male	% Female
Upper quartile (high earners)	75.98%	24.02%
Upper middle quartile	68.16%	31.84%
Lower middle quartile	52.81%	47.19%
Lower quartile (low earners)	56.74%	43.26%

The gender pay gap in Crown is driven by the mix of roles within the company and the tendency for a higher number of males than females being attracted to a career in either Golf Club Management or Course Management. This also drives the higher percentage of males in the top two quartiles. Crown’s ability to close the pay gap further will be driven by the company attracting as well as developing a higher number of suitably qualified female candidates into more senior roles within the organisation.

The percentage of females receiving a bonus/commission was slightly higher than the percentage of males, at 18.23%. In addition, in the 12 months to April 2018, both the mean bonus pay gap and median bonus pay gap were in favour of females.

I confirm that this data is accurate.



Daniel Fulcher
Finance Director

2017 Gender Pay Gap Report

Under new laws welcomed by Crown Golf, all employers in the UK with 250 or more employees must now report statutory calculations showing the size of their gender pay gap.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men within an organisation at a given snapshot date. The government aim is that the gender pay gap should be eliminated over time. To do this would require equal representation of both genders at every level of the organisation.

The median gender pay gap for Crown Golf is 3.7%, which is significantly lower than the UK average of 18.4% as reported by the UK Office for National Statistics (ONS).

The gender pay gap statistics for Crown Golf at the 5th April 2017 snapshot date are as follows:

Median Gender Pay Gap	3.7%
Mean Gender Pay Gap	10.2%
Median Bonus Pay Gap	-9.1%
Mean Bonus Pay Gap	-74.9%
% men receiving a bonus	22.6%
% women receiving a bonus	22.6%

Quartiles	% Female	% Male
Upper quartile (high earners)	26.5%	73.5%
Upper middle quartile	32.4%	67.6%
Lower middle quartile	50.3%	49.7%
Lower quartile (low earners)	39.5%	60.5%

The gender pay gap in Crown is driven by the mix of roles within the company and the tendency for a higher number of males than females being attracted to a career in either Golf Club Management or Course Management. This also drives the higher percentage of males in the top two quartiles. Crown's ability to close the pay gap further will be driven by the company attracting as well as developing a higher number of suitably qualified female candidates into more senior roles within the organisation.

The percentage of staff receiving a bonus/commission is equal between males and females at 22.6% and in the 12 months to April 2017, both the mean bonus pay gap and median bonus pay gap were in favour of females.

I confirm that this data is accurate.



Shelley Sugden
Finance Director