

# Measuring the *Pay Gap*

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap.

**THIS IS OUR REPORT BASED ON DATA AS AT 5<sup>TH</sup> APRIL 2025 FOR SEAL BAY RESORT.**

## What is the Gender Pay Gap?

The gender pay gap shows the **difference in the average hourly earnings of men and women** across an organisation, regardless of their roles or industry sectors.

The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

## 1. Main facts & figures

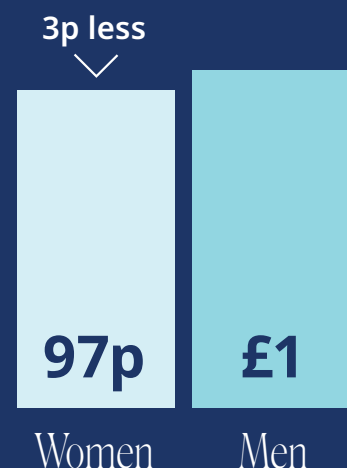
### At Seal Bay:

- Women earned **97p for every £1** that men earned (comparing median hourly pay)
- Women made up **36.4% of employees in the highest paid quarter**, and **48.9% of employees in the lowest paid quarter**
- **26.5%** of women received bonus pay, compared with **24.5%** of men
- Women's bonus pay was **53.0% higher than men's** (comparing median bonus pay)

## 2. Hourly pay

### At Seal Bay:

- Women's median hourly pay was 3.0% lower than men's - this means they earned 97p for every £1 that men earn when comparing median hourly pay. 3p less.
- Women's mean (average) hourly pay was 6.8% lower than men's

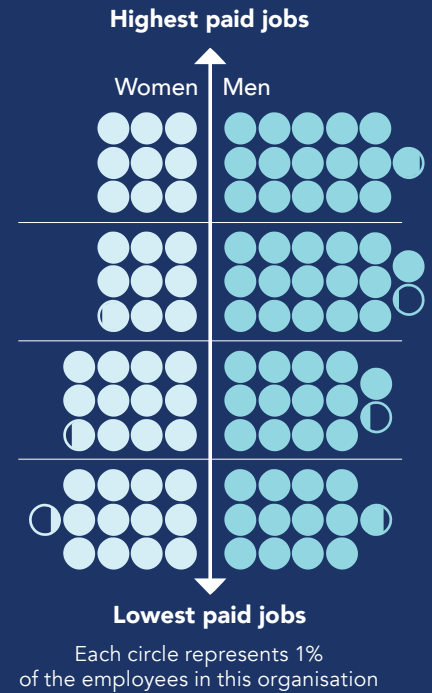


### 3. Pay quarters

**At Seal Bay women made up:**

- 36.4% of employees in the upper hourly pay quarter (highest paid jobs)
- 35.6% of employees in the upper middle hourly pay quarter
- 46.7% of employees in the lower middle hourly pay quarter
- 48.9% of employees in the lower hourly pay quarter (lowest paid jobs)

**A visualisation showing the proportions of men and women in each pay quarter of this organisation can be seen to the right**

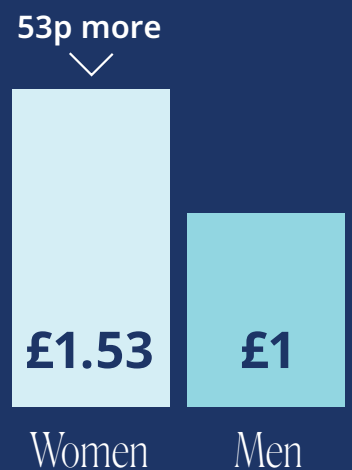


Pay quarter									
	Upper hourly pay quarter (highest paid)		Upper middle hourly pay quarter		Lower middle pay quarter		Lower hourly pay quarter (lowest paid)		Totals
	% in this pay quarter	% of all employees	% in this pay quarter	% of all employees	% in this pay quarter	% of all employees	% in this pay quarter	% of all employees	
Women (%)	36.4	9.1	35.6	8.9	46.7	11.7	48.9	12.2	41.9
Men (%)	63.6	15.9	64.4	16.1	53.3	13.3	51.1	12.8	58.1
Total (%)	100	25	100	25	100	25	100	25	100

### 4. Bonus pay

**At Seal Bay:**

- Women’s median bonus pay was 53% higher than men’s - this means they earned £1.53 for every £1 that men earn when comparing median bonus pay
- Women’s mean (average) bonus pay was 70.44% lower than men’s
- 26.5% of women and 24.4% of men received bonus pay



### 5. About White Horse Caravan Company Ltd.

**Registered address:**

C/O Csc Cls (Uk) Limited 5 Churchill Place, 10th Floor, London, United Kingdom, E14 5HU

**Sector:** Accommodation and food service activities

**Snapshot date:** 5 April 2025

**Employee headcount:** 500 - 999 employees

**Person responsible:** Kevin Trott (Head of HR)