



Ampleforth Ltd

Gender Pay Gap Report 2025




Our Results

The snapshot reporting date for this report was 29th June 2025

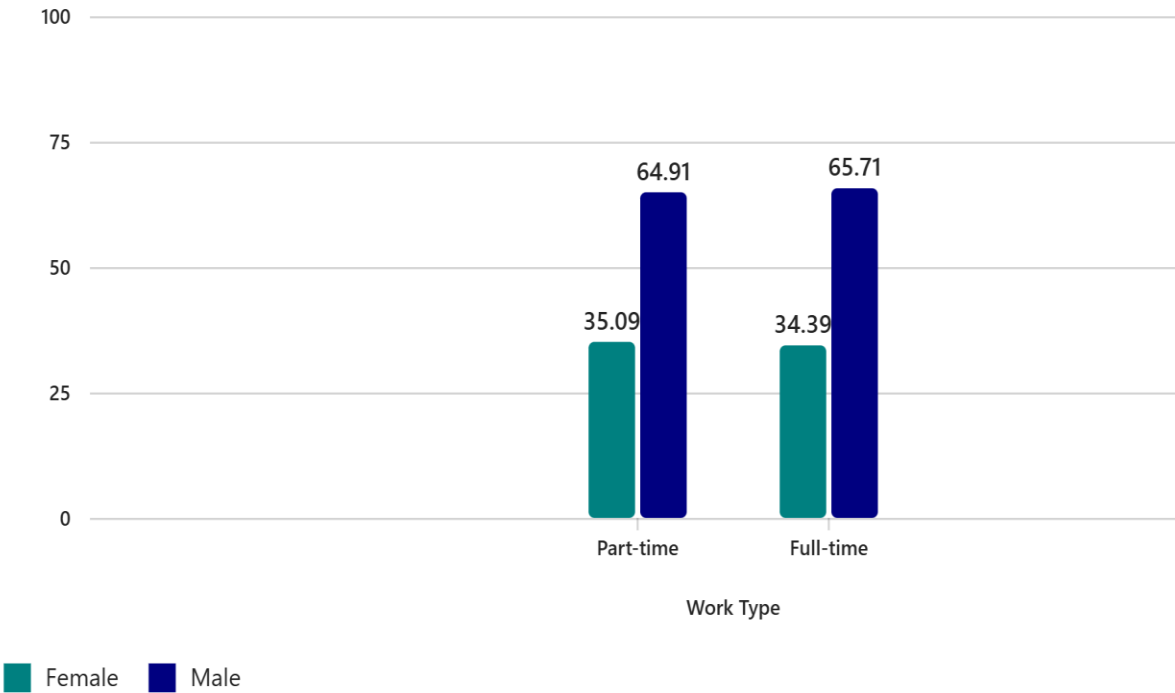
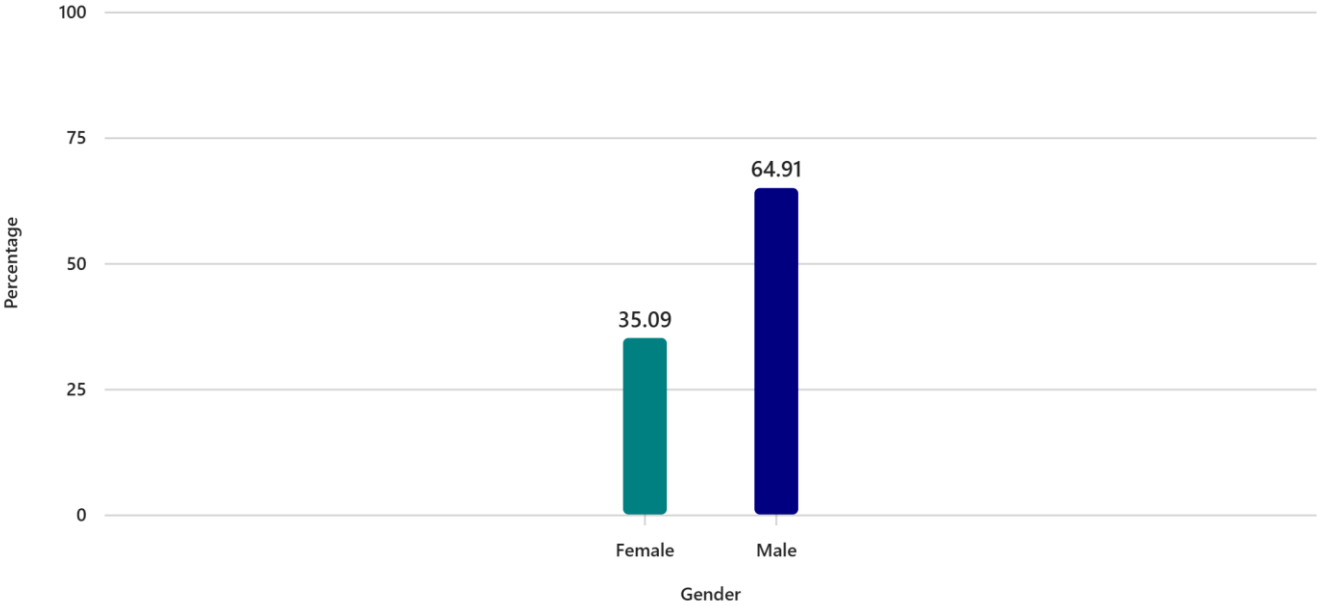
Headcount

Ampleforth Limited includes the Fitzwilliam Hotel and Glovers Alley.

On the snapshot date, the organisation had 114 employees, including those employees not rostered to work on that date and employees on leave. Of this number 1 was on a career break.



Gender Analysis



Pay Gap Analysis

Mean and Median Pay Gaps

- Mean pay gap is 4% favouring males, while the median pay gap is -12% favouring females at midpoint earnings.

Pay Gap by Work Pattern

- Part-time jobs show 14% mean pay gap favouring males; full-time positions have -6% gap favouring females.

Bonus Distribution and Gaps

- 63% of females received bonuses vs. 46% males; mean bonus gap favours females at -12%, median shows parity.

Benefit in Kind (BIK)

- 0% Male: 0% Female

Pay Quartiles and Representation

Quartile	Female %	Male %
Upper	50	50
Upper Middle	43	57
Lower Middle	14	86
Lower	29	71

Action Plans

We recruit based on our values, selecting the best candidate for each role regardless of gender. Furthermore, we are committed to supporting internal promotions and ensuring all employees have fair and equal access to development and progression opportunities.

- Identify barriers preventing female representation in lower and middle quartiles and address structural issues.
- Implement targeted learning & development programs for women in middle and lower quartiles.
- Provide all employees with clear progression criteria.
- Review flexible working patterns; encourage work-life balance and provide mentorship opportunities to support career growth.