

GENDER PAY GAP REPORT

2020



THE JOCKEY CLUB

FOR THE THRILL OF IT SINCE 1750

Equal opportunity employer

Jockey Club Racecourses is committed to promoting diversity, equality and inclusion, not only within the company, but within British horse racing and our local communities. We are proud that as a company our values are focused on inclusion and that we strive to ensure that inclusion and diversity is at the core of what we do every day.

For the purposes of this report we are required by law to report on binary genders only. We recognise that non-binary individuals are excluded from gender pay gap reporting, however, at Jockey Club Racecourses we are inclusive of everyone and are confident there is pay parity between equivalent roles regardless of how our employees identify.

Hourly Pay

7%

Mean

-16%

Median

Bonus

17.2%

Mean

0%

Median



Hourly pay gap

As per the April 5th 2020 snapshot date and 12 month reference point, the accompanying table demonstrates the median and mean hourly gender pay gap for employees of Jockey Club Racecourses Ltd.

In line with the gender pay gap reporting guidelines, as expected, our 2020 calculations reflect the unprecedented circumstances that the global Covid-19 pandemic and utilising the Government Furlough scheme created.

In April 2020, with the UK placed under lockdown, the suspension of horse racing and the introduction of the Government furlough scheme, the vast majority of our employees were put on furlough leave (approximately 70%). The decision was also made to support, through the furlough scheme, all eligible casual workers whom support our many racedays. As a consequence our 2020 calculations include a significantly higher number of casual workers than any previous year.

Our analysis of the Company's hourly gender pay gap shows that there is a mean 7% difference between employees that identify as males and females, while conversely at the median point those who identify as females are paid 16% more than male identifying employees.

The mean difference is accounted for by there being more people who identify as male than female, currently employed in the most senior executive positions at Jockey Club Racecourses. Most of these individuals were not furloughed on the snapshot date due to the strategic need of their roles during the pandemic.

The median difference is driven by the significant number of individuals identifying as women employed in senior management or manager roles, many of whom were also not furloughed due to the strategic importance of their role.

Jockey Club Racecourses recognises the importance of supporting working families and carers by offering flexible working opportunities to all our employees. We are proud to support flexible working and this is reflected in the number of employees who have opted to work on a part-time basis. Our commitment to family friendly working practices however, impacts the figures cited here as it is predominantly those who identify as female that opt to work part-time.

Chiefly, through the inclusion of casual workers in our calculations (in accordance with the gender pay gap guidelines), we have experienced a year-on-year variance in our gender pay gap results. This is due to the numbers of casual workers engaged by us on the snapshot date of the 5th April, and is normally dictated by which of our racing fixtures fall on that date. These individuals identify predominantly as male, fall within the lower salary quartile and do not receive a bonus, therefore greater numbers included sees a greater impact upon our results. This is demonstrated in our 2020 report, especially when contemplating our bonus and pay quartile figures.

At Jockey Club Racecourses we are confident that irrespective of how our employees identify, they are paid equally for doing the equivalent role throughout the business. Further analysis of our gender pay gap, omitting some of the aforementioned influencing factors, has been conducted which demonstrates a lesser fluctuation in the year on year results. We are committed to addressing any gaps and vigorously scrutinise annual salary and performance bonus reviews, ensuring our practices and policies are fair to all employees.



Bonus pay gap

Bonuses paid in 2020 were based on individual and business performance of the previous financial year (2019). The payment of all bonuses was temporarily suspended from April 2020 due to the Covid-19 pandemic.

Proportion of employees receiving a bonus

Those
who identify
as male

21.9%



Those
who identify
as female

29.1%



Whilst we are committed that all employees have an equal opportunity to participate in and earn a bonus, more employees who identify as women, than identify as men, receive a bonus at Jockey Club Racecourses. This is generally due to nature of their roles being remunerated with personal performance based bonuses.

Additionally the gender pay gap reporting regulations require that we include individuals who work on a casual worker agreement. As previously mentioned, casual workers do not receive a bonus and as there were significantly more casual workers engaged by us on the 2020 snapshot date than in previous years, this has impacted our yearly results.

Pay quartiles

These graphs demonstrate, based on binary gender, how our employees are distributed across four equal pay quartiles.

Those who identify	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	HIGHER QUARTILE
as female	20%	38.6%	43.2%	31.8%
as male	80%	61.4%	56.8%	68.2%

Disclaimer: We confirm the data reported here is accurate.



Nevin Truesdale, **Group Chief Executive**



GENDER PAY GAP REPORT

