

Gender Pay Gap Reporting



Relevant Pay Period

April 2020

Total Relevant Employees: 1561

Total Full Pay Employees: 230

Mean Gender Pay Gap

Mean Male Hourly Rate £ 25.31

Mean Female Hourly Rate: £ 22.23

Difference (£) £ 3.07

Difference (%) 12.1%

Industry Average (%) 7.6%*

- variance to Industry Average 4.5%

Median Gender Pay Gap

Median Male Hourly Rate £ 14.12

Median Female Hourly Rate: £ 15.82

Difference (£) £ (1.70)

Difference (%) -12.0%

Industry Average (%) 1.7%*

- variance to Industry Average -13.7%

Mean Bonus Pay Gap

Mean Male Bonus £ 4,666.74

Mean Female Bonus: £ 5,312.36

Difference (£) £ (645.63)

Difference (%) -13.8%

Industry Average (%) 30.9%*

- variance to Industry Average -44.7%

Median Bonus Pay Gap

Median Male Bonus £ 1,376.62

Median Female Bonus £ 1,293.06

Difference (£) £ 83.56

Difference (%) 6%

Industry Average (%) 15.1%*

- variance to Industry Average -9%

Males & Females in receipt of a Bonus

Male Bonus Participation 10.73%

Female Bonus Participation 10.81%

Difference (%) -0.08%

*2018 figures no new data available.

Males & Females by Pay Quartile

Lower Quartile 58

of which are MALE (%) 49%

of which are FEMALE (%) 51%

Lower Middle Quartile 58

of which are MALE (%) 66%

of which are FEMALE (%) 34%

Upper Middle Quartile 58

of which are MALE (%) 49%

of which are FEMALE (%) 51%

Upper Quartile 58

of which are MALE (%) 54%

of which are FEMALE (%) 46%

Introduction

We are a relevant employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organization, as at the 05 April 2020 snapshot date; it will not involve publishing individual employee's data.

Reporting on our gender pay gap allows us to gain a greater awareness of the causes of the gap in pay between men and women, as well as identifying issues that may contribute towards this. It is important to remember, that having a gap in pay between males and females does not necessarily indicate that discrimination is happening in the workplace - there are a number of reasons for this, from past social developments to changing attitudes in the workplace. Nonetheless, we are committed to closing the gap, irrespective of the reasons for it.

We currently operate a salary banding structure for all hotel-based roles which ensures that our teams pay reflects the relevant skills and knowledge that are required to perform that role, not based on gender. Women are well represented in both our Senior Leadership and Hotel Management teams.

The reporting for this period was significantly affected by the introduction of the Furlough scheme in March 2020. Most of the glh hotels were closed at the end of March and so the people remaining to run the business at the reporting period of 5th April 2020 tended to be the senior team in both the office and the hotels. This has resulted in a significant increase in mean and median hourly payrates.

1561 relevant employees were all employed on 5/4/2020, other than the 230 full pay employees, they were on either furlough leave, SSP or some other statutory paid leave. These employees are included in the breakdown of the males and females by pay quartile and bonus calculation but only the full pay employees have been used for the mean and median calculations shown in the report.

The glh Hotels mean gender pay gap increased from 4.6% in 2019 to 12.1% because of the influence of the senior management team on the full pay employee population, specifically the 3 highest paid employees who are all male. It is anticipated that other Companies in the hospitality sector will have the same issue.

The median gender pay gap has shown a significant improvement and the median female earns £1.70 more than the median male in the 230 full pay employees on which the reporting is based.

The percentage of females receiving a bonus is now higher than males, this is a significant increase vs LY and is because the number of females in the senior population who are eligible for bonus continues to improve. The mean female bonus figure is higher than males and the median figure very similar. It should be noted that 5 of the executive team – 4 males and 1 female were new (having joined during 2019) and so were not eligible for a full bonus payment in January 2020.

We are proud to employ people from all backgrounds and believe that this can help us better in delivering those memorable moments for our guests. At glh, we are committed to providing opportunities to all employees, regardless of their gender, sex, sexual orientation, gender reassignment, marital status (including Civil Partnerships), race or ethnic origin, disability, part-time or fixed term working, and trade union membership.