



ROYAL GARDEN HOTEL

LONDON

Gender pay gap report

The report refers to the Royal Garden Hotel gender pay gap figures in April 2023. This report contains all government related data points, along with additional context

2023





Oliver Bateman
General Manager

2023 Foreword

In April 2022, we opened our hotel after closing the business in the early part of 2020. We began to rebuild our teams following the closure and the pandemic, and this will continue into 2024 as our headcount returns to 2019 levels.

While our industry has undeniably faced its worst ever crisis with Covid-19 with challenging recruitment aftermaths for re-opening, our ambition is for our team members to reflect the guests we serve. Our success as a business depends on our people and we strive to provide an environment where all team members can thrive with a commitment to diversity, equality and inclusion sitting at the heart of our business.

It is important to reiterate that we don't pay team members differently based on their gender. Gender pay is not the same as equal pay for equal work which is ensuring that men and women in similar positions receive comparable pay. We pay our team members fairly based on market rates for their roles, experience and how they perform, and we regularly benchmark against other companies both within and outside our industry to help ensure our pay is competitive. The gender pay gap calculations are summary statistics that compare the pay received by all females in our hotel to the pay received by all males, regardless of seniority, role or department. The gender gap is caused by us having a lower proportion of females in the senior leadership roles and a higher proportion in our lower or middle roles.

This report identifies areas where we are working to increase female representation in our hotel. We recognise there is work to be done and we are committed to supporting gender equality and ensuring greater parity in our people and business decisions. As well as having a positive impact on society, it also enables better performance from individual team members and our business as a whole. At the Royal Garden Hotel, we seek to maintain an engaged and diverse workforce and create an inclusive working environment.

Oliver Bateman
General Manager

What is Gender Pay Gap and how is it calculated?

The **Gender Pay Gap** is a measure of the difference between the average earnings between male and female employees and is measured using two elements for relevant employees:

Mean Gender Pay Gap: The difference between the arithmetic average hourly pay rate of male full-pay relevant employees and that of female full-pay relevant employees.

Median Gender Pay Gap: The median represents the middle point of a population. The difference between the hourly pay rate of the middle male full-pay relevant employees and that of the middle female full-pay relevant employees.

The mean and median are important metrics and need to be looked at together. However the mean can be skewed by fewer individuals earning more in the upper range.

Mean and median gender pay gap is based on hourly rate of pay on 5th April 2023.

Our pay gap is not a result of equal pay issues as we have a gender neutral approach to pay across all levels of the hotel and we regularly monitor equal pay as both a legal and moral obligation.

The **Gender Bonus Gap** is measured using two elements for relevant employees as follows:

Mean Gender Bonus Gap: The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap').

Median Gender Bonus Gap: The difference between the median bonus pay paid to male relevant employees and that of female relevant employees.

Mean and median bonus gender pay gap considers bonus pay received in the 12 months leading up to 5th April 2023.

Equal pay and gender pay

Equal pay means that men and women in the same employment who are performing equal work must receive equal pay, as set out in the Equality Act 2010.

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation or the labour market. It is expressed as a percentage of men's earnings

Our Gender Pay Results

Gender pay gap (mean and median)

<u>Mean hourly pay gap</u>	<u>7.2%</u>
<u>Median hourly pay gap</u>	<u>2.9%</u>

Gender bonus gap (mean and median)

<u>Mean bonus pay gap</u>	<u>68.1%</u>
<u>Median bonus pay gap</u>	<u>81.3%</u>

Proportion of men and women receiving bonuses

<u>Men</u>	<u>2.9%</u>
<u>Women</u>	<u>7.5%</u>

Our bonus gap is impacted by a higher proportion of male team members in senior positions and proportionately fewer male team members in Sales roles.

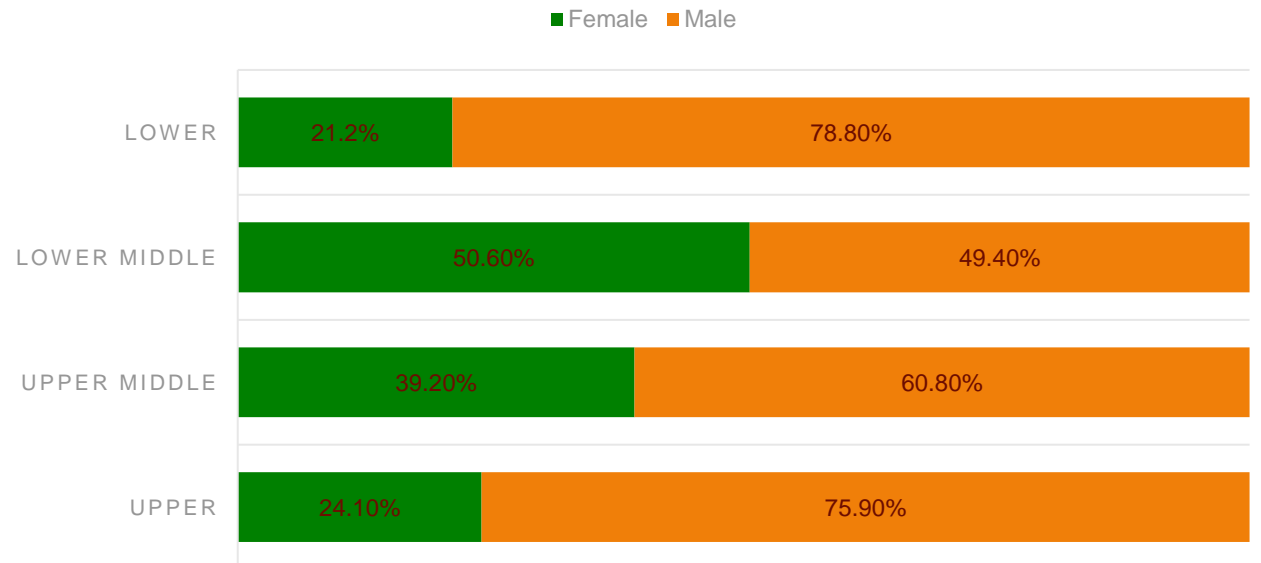
Our financial year is October to September and many of our sales team boarded latterly, their bonus was prorated to approximately 6 months while Senior leaders boarded earlier to open the hotel.

The mean calculation in gender pay gap analysis is more sensitive to outlier data points, such as extremely high or low salaries, which can skew the overall figure. For instance, if highly paid individuals are predominantly male, this can significantly affect the mean. Conversely, the median calculation represents the middle point of the pay distribution and is not influenced by extreme values.

At the Royal Garden Hotel, the upper quartile consists of 75.9% male and 24.1% female employees. This illustrates the gender distribution in higher-paying positions. The median, however, provides a balanced view of pay discrepancies between genders, as it is not impacted by extreme values.

We pledge to review how we can attract, develop and retain more women into our business and assist them upwards towards the upper quartiles of our hotel.

PAY QUANTILES BY GENDER



Our Future Strategy



We are committed to an equitable and inclusive workforce that represents many different cultures, background and viewpoints:

- **Talent:**

Our work on embedding diversity, equity and inclusivity in every aspect of the team member life cycle continues including attraction, recruitment, learning and development opportunities, performance management, rewards, promotions, leadership development, team engagement and retention.

- **Flexible Work Policies:**

Continue to provide flexible work arrangements that accommodate the diverse needs of our team members, including working mothers and caregivers. Flexible scheduling and remote work options can help support female employees in balancing work and family responsibilities.

- **Menopause Workplace Pledge:**

We signed up for the Menopause Workplace Pledge when it was launched in 2021, introduced a Menopause Policy and have some signposting booklets for team members. Now we want to develop some Menopause Champions to support those currently working with us who are affected by menopause and those who will join us to help to increase their wellbeing, their retention, and ensure a more diverse workforce.

We confirm that these statements are accurate and are approved by the Royal Garden General Manager and Director of People & Culture.



Oliver Bateman
General Manager

Barbara Murphy
Director of People & Culture