



Oulton Hall Hotel Trading Ltd Gender Pay Gap Reporting

March 2018



Oulton Hall Hotel Trading Ltd Gender Pay Gap Reporting 2018

Oulton Hall Hotel Trading Ltd owned Oulton Hall Hotel until September 2017, when this hotel was sold to companies which are asset managed by Aprirose Limited ('Aprirose'). Aprirose has engaged Redefine BDL Hotels ('RBH') to manage the Oulton Hall Hotel on their behalf.

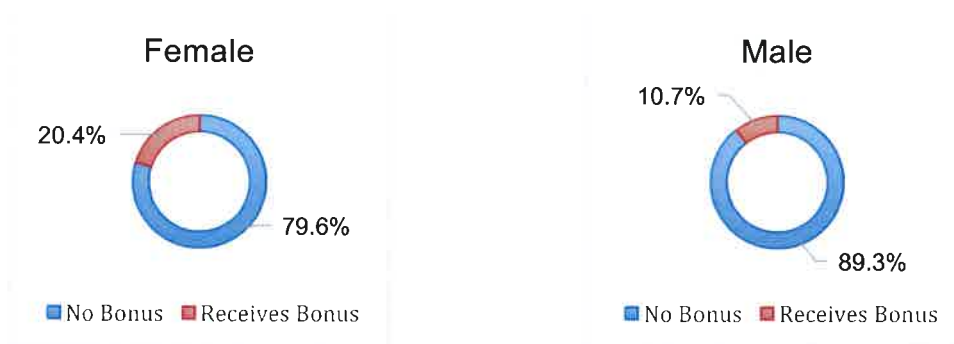
The data presented below has been prepared in accordance with the *Equality Act (Gender Pay Gap Information) Regulations 2017*. The figures are based on information received during the sale and transition process of RBH commencing management of the Oulton Hall Hotel, which we believe is correct as at 5 April 2017.

Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed paid	0.86%	0.14%
Bonus paid	48.15%	59.67%

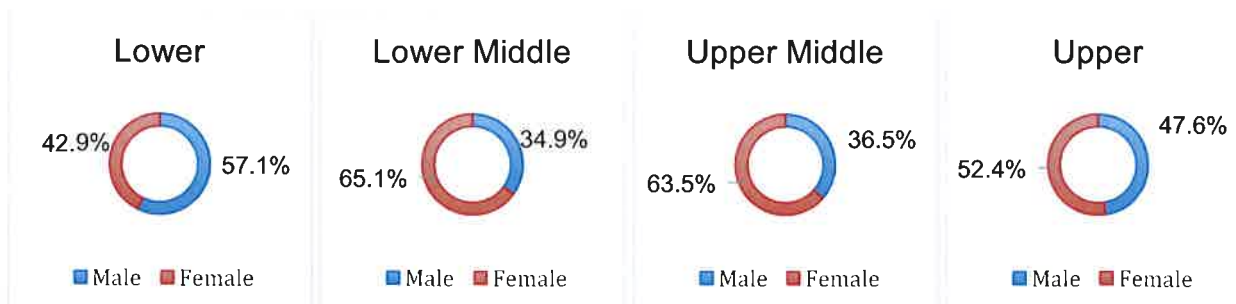
The table above shows the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at the Oulton Hall Hotel in the year up to 5 April 2017, e.g. for the 2016 performance year.

Proportion of Employees Award a Bonus in 2016



We acknowledge that a larger proportion of female employees received a bonus in the relevant period yet there is a reported gender pay gap for bonuses paid. The difference is largely due to the types of payments which are captured by the legislative definition of bonus. For example a large number of female employees awarded a bonus were spa therapists who receive regular small commission payments, which is required to be compared to the performance based bonuses members of the senior leadership team have received in that same period.

Pay Quartiles



The above image illustrates the gender distribution at the Oulton Hall Hotel across four equally sized quartiles. We are confident that men and women are paid equally for doing equivalent jobs across the business and that as we progress towards a 50:50 balance, the gender pay gap will reduce.

Narrative and Next Steps

RBH has only recently started to manage The Oulton Hall Hotel and ongoing analysis of the results will continue.

The gender pay gap of less than 1% for hourly rates (both mean and median) is significantly lower than the UK average so our focus will be on bonus payments moving forward. As indicated above, the main reason for the gender pay gap with bonuses is largely due to the types of payments which are captured by the legislative definition of bonus and further review on this area will take place.

Signed: SBlood

Date: 29/03/18

Title: CHIEF OPERATIONS SUPPORT OFFICER

