



RBH
HOSPITALITY MANAGEMENT

RBH Hotel Management Limited Gender Pay Gap Reporting

February 2019



RBH Hotel Management Limited Gender Pay Gap Reporting (2018 Data)

RBH Hotel Management Limited owns the Crowne Plaza Reading, DoubleTree by Hilton Edinburgh, Holiday Inn Brentford Lock, Holiday Inn Express Limehouse, Holiday Inn Express Park Royal, Holiday Inn Express Royal Docks and Holiday Inn Express Southwark and directly employs the majority of employees working in those hotels. RBH Hotel Management Limited has engaged RBH Hospitality Management Limited ('RBH') to manage these hotels on their behalf.

The data presented below has been prepared in accordance with the *Equality Act (Gender Pay Gap Information) Regulations 2017* and note that this is the first year RBH Hotel Management Limited has been captured by the requirements of these regulations.

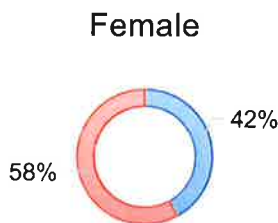
Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed paid	8.6%	1.7%
Bonus paid	57.8%	0%

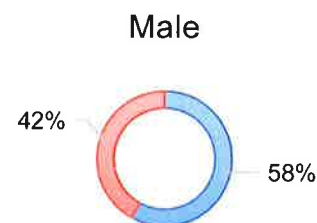
The table above shows the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at the 7 hotels in the year up to 5 April 2018, e.g. for the 2017/18 performance year.

Due to employee numbers, RBH Hotel Management Limited has not previously been required to report data under the *Equality Act (Gender Pay Gap Information) Regulations 2017* however, undertook this same exercise for the snapshot data in April 2017. It is relevant to note that the mean hourly fixed pay gap has reduced from 12.4% in April 2017 to 8.6% in April 2018, and the mean bonus pay gap has reduced from 87% in April 2017 to 57.8% in April 2018.

Proportion of Employees Award a Bonus in 2017/2018



■ Receives Bonus ■ No Bonus



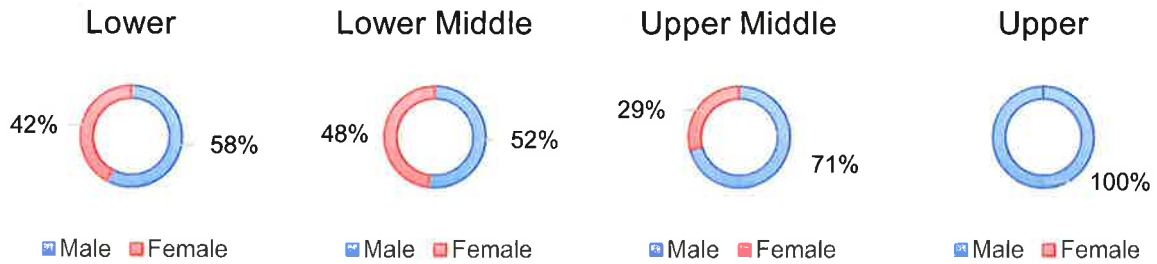
■ Receives Bonus ■ No Bonus

We acknowledge there is a higher proportion of male employees who received a bonus in the relevant period and a notable reported gender pay gap for bonuses paid, albeit significantly less than the April 2017 data.

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 receptionists and 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 within the hotels and across four equally sized quartiles. We are confident that men and women are paid equally for doing equivalent jobs across the business and, as we progress towards a 50:50 balance, the gender pay gap will continue to reduce.


Narrative and Next Steps

As this is the first time RBH Hotel Management Limited has been required to report on gender pay gap, ongoing analysis of the results will be undertaken by RBH to review the pay and remuneration strategy and address the gender pay gap moving forward. Having said that, a gender pay gap of 8.6% is in line with figures reported by the Office of National Statistics in April 2018.

Our preliminary analysis has found that men and women are paid equally for performing equivalent jobs and, similar to other organisations, the gender pay gap is due to the level of male representation within the senior leadership team at these hotel. As referenced above, the company has already seen a reduction in gender pay gap for both hourly rates and bonuses paid from the April 2017 data, and one contributing factor has been the representation of women in senior leadership roles on the snapshot date in April 2018.

In determining pay and reward for employees, a number of factors are considered, including legislative requirements, general economic climate, overall company performance as well as the external market for the types of roles that are on offer in a hotel. Pay and reward has to consider all of the above factors, while at the same time recognising the work and performance over and above the required standard, through bonus and incentives schemes which are determined at departmental level.

RBH, in managing the 7 hotels, is committed to continuing to attract and retain female employees and, in the case of these hotels, investing and developing female talent into leadership roles to move towards closing the gender pay gap.

Signed: 

Date: 14 MARCH 2019.

Title: DIRECTOR OF HUMAN RESOURCES.

