



**RBH**  
HOSPITALITY MANAGEMENT

# RBH Hotel Management Limited Gender Pay Gap Reporting

December 2019





## RBH Hotel Management Limited Gender Pay Gap Reporting (2019 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.

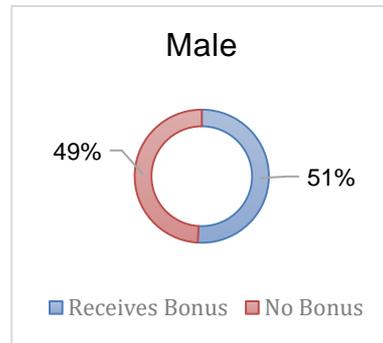
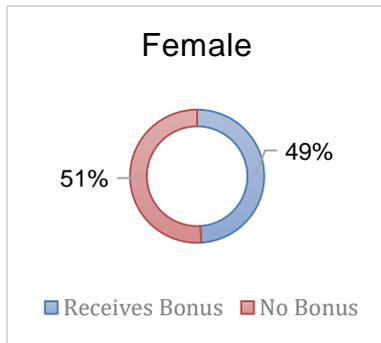
The data presented below has been prepared in accordance with the *Equality Act (Gender Pay Gap Information) Regulations 2017*.

### Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed paid	11.1%	2%
Bonus paid	-11.7%	-7.4%

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 2019). 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 2019, e.g. for the 2018/19 performance year.

### Proportion of Employees Awarded a Bonus in 2018/2019

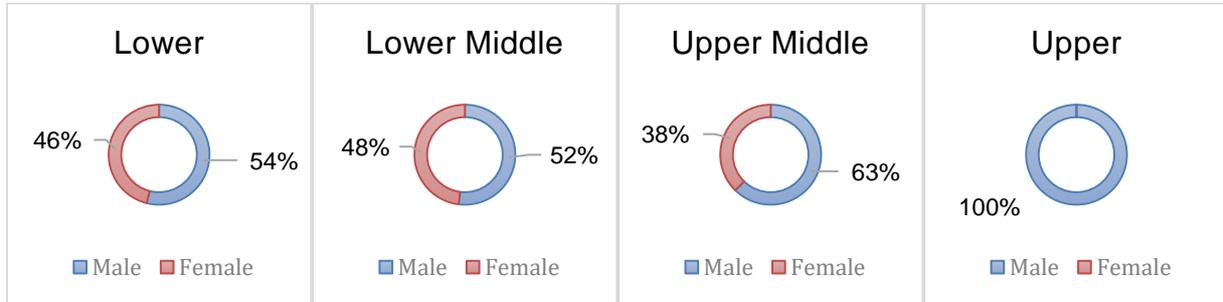


We acknowledge there is a slightly higher proportion of male employees who received a bonus in the relevant period however, note that the reported gender pay gap for bonuses paid in 2018/2019 is in favour of women.

The reasons for this is due to the types of payments which are captured by the legislative definition of bonus. Employees who receive regular small commission payments are required to be compared to the performance based bonuses members of the senior leadership team have received in that same period. Performance based bonuses are not guaranteed, are subject to a variety of metrics and KPI's and can significantly impact whether a bonus gender pay gap is in favour of men or women. Similar to other organisations, there is a higher representation of men in the senior leadership roles for these hotels and, for the April 2019 reporting period, not all performance bonuses were paid, leading to the result that the bonus gender pay gap for this reporting year is in favour of women.



## Pay Quartiles



The above image illustrates the gender distribution within the hotels and across four equally sized quartiles. While gender is not a factor relevant to the selection process for recruitment, it is worth noting that for this particular reporting period, there is a higher representation of women in the Lower and Upper Middle pay quartiles compared to our April 2018 data. We are confident that men and women are paid equally for doing equivalent jobs across the business.

## Narrative and Next Steps

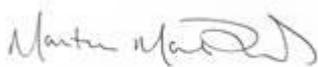
Ongoing analysis of the results will be undertaken by RBH to review the pay and remuneration strategy for RBH Hotel Management Limited and address the gender pay gap moving forward, particularly as the gender pay gap for this particular reporting period is slightly higher than April 2018. Having said that, a gender pay gap of 11.1% is below the figures reported by the Office of National Statistics in October 2019 for all employees (17.3%), bearing in mind that the hospitality industry does rely on employing flexible workers who do not work full time hours each week.

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 hotels. Despite this, as referenced above, the company has seen a positive bonus gender pay gap from the April 2019 data due to the difference in performance related bonuses being paid compared to the year before.

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: 16 December 2019

Title: Director of Human Resources

