

THE HOTEL FOLK

Gender Pay Gap 2019

The Hotel Folk are committed to ensuring equal pay between women and men for equal work, this also includes equality in all contractual terms and benefits. We believe this is our moral obligation as well as ensuring we comply with the Equality Act 2010. We pay fairly based on the Company's business performance and market conditions.

Our results as at 5th April 2019 are:

Mean Gender Pay Gap this is a comparison of the *average* hourly rate of men compared to the average hourly rate of women. Ours is 9.3%. This means that the average hourly rate for men is 9.3% higher than the average hourly rate for women. This is an improvement on the 2018 results (10%) and shows a year on year improvement since the Gender Pay Gap reporting requirement started.

Median Pay Gap this shows the difference in the *middle* hourly rate figure when comparing men and women. Ours is 3.2%. The middle hourly rate for men is 3.2% higher than the middle hourly rate for women.

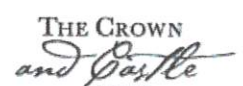
Comparing bonus payments, where a bonus is regarded as any payment related to profit sharing, productivity, performance, incentive or commission, e.g., tips, employee of the quarter awards, long service etc.

Mean Bonus Pay Gap is 20.6%
Median Bonus Pay Gap is 24.9%

Males receiving a bonus 100%
Females receiving a bonus 100%

Quartile Distribution Men and women were sorted using the whole year bonus payment amounts then divided into 4 equal quartiles, the percentage of men and women in each quartile is shown below:

Lower Quartile	46% men / 54% women
Lower Middle Quartile	33% men / 67% women
Upper Middle Quartile	51% men / 49% women
Upper Quartile	58% men / 42% women



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Pay Gap

Our mean gender pay gap has improved year on year since 2017, decreasing from 14.7% in 2017 to 9.3% as at April 2019. Our median pay gap has shown a slight worsening with an increase in the difference between the middle hourly rate for men and women of 3.2% compared to 2.6% in 2018. A survey of hospitality companies by PwC for 2018 showed the average median pay gap to be 3%.

We continue to work hard on our recruitment and retention plans to ensure we recruit and retain skilled employees and pay a fair rate to the best available person for the role. We have attracted more men into our lower quartile and upper middle quartile pay band and seen more women progressing or recruited in both the lower middle quartile and upper quartile.

All our roles have the same pay structure regardless of gender. The disparity in our gender pay gap is primarily driven by more male employees occupying the senior roles.

Bonus Pay Gap


An incentive scheme has been in place for one particular job role, which is currently filled only by male employees due to a lack of female applicants. The effect of this scheme and the fact that more men are in higher paid job roles, therefore receiving higher levels of tips etc, has resulted in our mean bonus being 20.6%. This is a still a positive decrease from our 2018 figure. The median bonus gap has also decreased dramatically.

This incentive scheme was stopped in the year to April 2019, and means that in the next report for the period up to April 2020, the mean bonus gap will reduce further.

Quartile Distribution

The Hotel Folk are committed to the progression of female employees internally and ensuring there are no barriers to female candidates being appointed into senior roles. We aim to employ and allow the progression of the best available person for the role, at any given time irrespective of gender. We have improved in three out of four quartile bandings.

Agreed by Mr David Scott, Chief Executive Officer, December 2019



Brudenell
Aldbrough

GOLF CLUB
& HOTEL
THORPENESS

THE
CROWN
WOODBRIDGE

THE SWAN
at LAVENHAM

Whitelion
Hotel Aldbrough

THE CROWN
and Castle
ORFORD