

# THE HOTEL FOLK

## GENDER PAY GAP 2018

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 5<sup>th</sup> April 2018 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 10%. This means that the average hourly rate for men is 10% higher than the average hourly rate for women.

Median Pay Gap this shows the difference in the *middle* hourly rate figure when comparing men and women. Ours is 2.6%. The middle hourly rate for men is 2.6% 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.

Mean Bonus Pay Gap is 23%

Median Bonus Pay Gap is 38%

Males receiving a bonus 96.3%

Females receiving a bonus 96.4%

Quartile Distribution    Male/Female %

Lower Quartile 42/58

Lower Middle Quartile 44/56

Upper Middle Quartile 43/57

Upper Quartile 60/40

Pay Gap

Our mean gender pay gap has improved since 2017, decreasing from 14.7% to 10.2%. Our median pay gap has also improved, decreasing from 2.9% to 2.6%.

We have been working 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 far more men into our lower

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quartile pay band and seen more women progressing or recruited in both the lower middle quartile and upper middle quartile.

Each of our roles have the same pay structure regardless of gender. The disparity in figures is because of different rates of pay for different jobs where the roles are filled predominantly by one gender or the other, for example our housekeeping team is predominantly female, our Kitchen teams are predominantly male, and our maintenance teams are entirely male.

## Bonus Pay Gap

Since 2017 we have seen the introduction of an incentive scheme for one particular role, up to 5th April 2018 this role was filled only by male employees. The effect of this scheme has resulted in an increase in our mean bonus gap increasing from 13.22% in 2017 to 23.19% in 2018. The median bonus gap has also increased from 27.06% to 38.88% for the same reason.

## 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 Guy Heald, Chairman, March 2019

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