

## Gender Pay Gap Statement – Bespoke ISIS 2 Limited

As an employer with a workforce of more than 250 plus in the UK on the 5th April 2017, we must comply with new statutory provisions regarding gender pay reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

### Results

#### Mean gender pay gap

Women’s mean hourly rate is 11.9% lower than male mean hourly rate of pay.

#### Median gender pay gap

There is no gender pay gap between male and female median hourly rates of pay.

#### Mean bonus pay

Women’s mean bonus pay is 70.1% lower than men’s.

#### Median bonus pay

Women’s median bonus pay is 77% lower than men’s.

#### Proportion of males and females receiving a bonus:

Male	Female
4.6%	2.4%

#### Quartile salary range banding:

	Lower	Lower Middle	Upper Middle	Upper
Male	48	58	58	73
Female	73	62	63	47
Total	121	120	121	120
Male Proportion	39.7%	48.3%	47.9%	60.8%
Female Proportion	60.3%	51.7%	52.1%	39.2%

Our findings identify:

- More males are attracted to General Manager positions.
- There is a higher proportion of males in more senior roles that attract higher salaries and bonus opportunities.

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- There is a higher representation of women in more junior roles in our organisation and lower representation of women in more senior leadership roles.
- The distribution of bonus schemes is currently limited and we have identified a further opportunity to involve more roles across the business.

While our gender pay gap is significantly below the national average, we recognise that there is more we can do:

- The Company has recently reassessed training programmes for 2018. Managers and supervisors will be refreshed on key recruitment practices and learning and development opportunities for their staff.
- The Company is proactively working on a staff development programme to ensure all staff members are engaged in career goals and reach their full potential.



29-03-18

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed by Steve Littlefair – Finance Director, on behalf of Bespoke ISIS 2 Limited