

Gender Pay Gap Statement – Bespoke Hotels ISIS 2 Limited

As an employer with a workforce of more than 250 plus in the UK on the 5th April 2018, 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 11.0% 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 68.9% lower than men’s.

Median bonus pay

Women’s median bonus pay is 66.7% lower than men’s.

Proportion of males and females receiving a bonus:

Male	Female
6.1%	3.9%

Quartile salary range banding:

	Lower	Lower middle	Upper Middle	Upper
Male	42	48	48	58
Female	69	62	63	52
Total	111	110	111	110
Male Proportion	37.8%	43.6%	43.2%	52.7%
Female Proportion	62.2%	56.4%	56.8%	47.3%

In 2018 we have seen a positive change in our gender pay gap, particularly in the bonus pay calculations. The mean bonus pay has reduced by 1.2% whilst the median bonus pay has reduced by 10.3%, compared to our 2017 report.

In 2017 we identified that the distribution of bonus schemes is currently limited, in 2018 we have taken the first step to involve more roles across the business. Within the next few years we aim continue developing the opportunity for bonus schemes.

“bespoke” HOTELS

It is important not to confuse gender pay gap with equal pay. Equal pay is a long established principle in the UK and within Bespoke men and women are paid equally for the same role. We employ significantly more women than men and offer flexible working across the majority of our roles.

There are more females employed in the upper middle and upper quartiles combined than men. The mean pay for females is adversely impacted due to the higher representation of women in more junior roles in comparison to men.

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 2019. 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.
- The Company is currently looking into the possibility of more apprenticeships being offered to current and new employees.



20.03.19

Signed: _____ Date: _____

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