

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 2019, 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 5.2% 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 62.1% lower than men’s.

Median bonus pay

Women’s median bonus pay is 70.8% lower than men’s.

Proportion of males and females receiving a bonus:

Male	Female
6.4%	4.7%

Quartile salary range banding:

	Lower	Lower middle	Upper Middle	Upper
Male	57	46	53	63
Female	62	73	65	55
Total	119	119	118	118
Male				
Proportion	47.9%	38.7%	44.9%	53.4%
Female				
Proportion	52.1%	61.3%	55.1%	46.6%

In 2019 we have seen a positive change in our gender pay gap, in both the pay gap and bonus pay calculations. The mean bonus pay has reduced by 6.8% with a further 0.8% of Female employees receiving a bonus, compared to our last 2018 report. The female median for bonus pay however has risen by 4.1% against the result for male employees.

“bespoke” HOTELS

In 2019, the increase of the ratio between male and female employees increased by 11% against a 0% increase in female employees, following the 2018 report. The female mean hourly rate however did increase by 5.5% year on year, which is extremely positive.

In 2019 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, and this report shows that there has been a positive change so far. Within the next few years, we aim continue developing the opportunity for bonus schemes.

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 most of our roles.

There are more females employed in the upper middle, lower middle and lower 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 2020, some of which have unfortunately had to be postponed until after the projected effects of Covid-19.
- 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.



Signed: _____ Date: _____ 20.03.2020 _____

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