

Gender Pay Gap Statement – Bespoke Hotels Oxford Hotels & Inns Limited

As an employer with a workforce of more than 250 plus in the UK on the 6th April 2021, we must comply with updated guidance for the statutory provisions regarding Gender Pay Gap.

As 2020 was very much a different year in relation to Covid-19, the majority of our workforce was placed on Furlough from 5th April 2020 and this lasted the duration of the 2020 snapshot required for this Gender Pay Gap report, making these employees ‘relevant employees’ but not ‘full-paid relevant employees’.

The Gender Pay Gap would usually involve carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

On this occasion, we do not have enough data to report the Gender Pay Gap in relation to wages, however, we are able to report bonus data for the relevant period.

Results

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
3.7%	2.7%

In 2019 we saw a positive change in our gender pay gap, however, in 2020 we were unable to measure this due to the majority of our team being on Furlough.

Only a very small proportion of our team received bonuses and this was hotel dependant. Although the majority of our team were on Furlough during the relevant period, we are able to measure who received bonuses and therefore make comparisons for the purpose of this report.

The mean bonus pay has reduced by 6.8% with a further 0.8% of Female employees receiving a bonus. The female median for bonus pay however has risen by 4.1% against the result for male employees.

In 2020 we identified that the distribution of bonus schemes is currently limited, however, due to the circumstances of restrictions in place for the majority of the relevant period, although this report shows positive change still, we are unable to give a true reflection on the full gender pay gap as bonuses were only given to the team members who covered a skeleton rota.

Within the next few years and with the economy re-opening, we aim to develop further opportunity for bonus schemes, which we hope will lead to further positive change.

While our gender bonus pay and proportions are significantly below the national average, we recognise that there is more we can do:

- The Company has recently reassessed training programmes and found that, as our annual training calendar was postponed in both 2020 and 2021 following the ongoing effects of

“bespoke” HOTELS

Covid-19, we now have a significant need to relaunch this as a more robust plan to positively promote internal career progression – to be launch in early 2022.

- Managers and supervisors are consistently refreshed on key recruitment practices, providing equal opportunities for both new and existing members of the team.
- The Company has launched its own Bespoke Management Trainee Programme, with the first intake due to take place in Spring 2022 to again help promote internal career progression, allowing fully engaged team members to reach their career goals and full potential.
- The Company is actively encouraging and taking on new apprentices as well as offering apprenticeship training to existing team members, and will continue to do so with the support of current UK Government funding.



Signed:

Date: _____01.07.2021_____

Signed by Steve Littlefair – Chief Financial Officer, on behalf of Oxford Hotels & Inns Limited