



Gender Pay Gap Statement

Due to the continued effects of the Covid-19 Pandemic, all properties were closed for the ‘snapshot’ on 5th April 2021. At the time of reporting, we have 394 employees on a furlough or flexi-furlough basis – in line with the government rules at the time – with an additional 18 employees unpaid due to not being eligible for the furlough scheme.

For this report, with many of our properties closed in 2020 and only opening in May 2021, there were a total of 27 employees that could be considered as ‘full pay relevant employees’ meaning that this is the only data applicable when calculating the Gender Pay Gap, making this an unrepresentative view of our workforce.

Within Bespoke Hotels ISIS 2 Limited, everyone is paid for the role they have and their performance in that role. No other factors effect remuneration. We are an equal pay employer; men and women performing equal roles receive equal pay.

The Office for National Statistics has reported that among all employees the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

Results:

Mean gender pay gap

The female mean hourly rate is 18.9% lower than the male mean hourly rate of pay.

We believe this to be unrepresentative of the true position. Due to the snapshot date falling when the majority of employees were on furlough we were only able to include 27 employees in the sample from a total headcount of 394 employees.

Median gender pay gap

The female mean hourly rate is 3.8% lower than the male mean hourly rate of pay.

For the same reason as the mean gender pay gap we believe this is not a true reflection of the position.

Quartile salary range banding:

The proportion of male and female employees are split into quartile bands based on their hourly rate. The banding illustrates an equal pay in the Lower and lower middle bands on a combined basis. There are a higher proportion of females in the upper middle band with a higher portion of males in the upper band. Again, however, figures are distorted by the unrepresentative sample size.

	Lower	Lower middle	Upper Middle	Upper
Male	4	3	3	5
Female	3	4	4	1
Total	7	7	7	6
Male Proportion	57%	43%	43%	83%
Female Proportion	43%	57%	57%	17%

Bonus Pay:

At the date of the ‘snapshot’ on 5th April, no bonus payments were made in the business. Within Bespoke Hotels ISIS 2, both genders have the opportunity to be awarded a bonus: all bonus incentives are on a discretionary basis and are based on performance. We will continue to grow the opportunity to receive a bonus in the business.

Within the next few years and with the economy re-opening, we aim to develop further opportunity for bonus schemes.

Employee Development:

A new and full programme of training courses covering various Hospitality-related subjects have been relaunched for 2022, which includes a new training course covering the topic of Disability, Diversity and Inclusion.

We hope this will further raise awareness of ensuring fairness not only from a remuneration perspective but also to ensure equal opportunities are provided and encouraged through our own company values. Proactive actions we have taken are-

- 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 successful intake due taking place in April 2022, encouraging internal progression and subsequently allowing engaged team members to reach their full career potential.
- The Company continues to actively encourage taking on new apprentices as well as offering apprenticeship training to existing team members and we will continue to do so with the support of UK Government apprenticeship levy funding and incentives.

Signed:



Dated: _____01.04.2022_____

Signed by Steve Littlefair – Director