



Gender Pay Gap Report 2017

Introduction

As a business, we pride ourselves in our ability to attract, develop, and retain a diverse range of talent across all our hotels. We value the diversity of our dedicated workforce, and see as key to our success a commitment to equal opportunities and equal treatment for all employees.

Background

This report outlines the gender pay gap for Britannia Hotels Limited. All statistics have been compiled in line with the legislation using the "snapshot date" of 5 April 2017. This report reflects the average paid to males and females across our business. It's not a comparison of pay rates for males and females doing work of equal value.

Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2017. I confirm that the calculations provided are accurate and meet the requirement of the legislation.


Robert Ferrari

Director

BRITANNIA HOTELS LIMITED

We have an exceptionally low mean gender pay gap of 3.9% and a zero median gender pay gap which compares very favourably against the Office for National Statistics UK averages of 17.4% and 18.4%, respectively. While this result is considerably better than the national and industry average, we are passionately committed to reduce the gap even further.

Overall, a slightly higher proportion of our female employees received bonus payments compared to males. This is reflected in the fact that as a business we employ more females than males in total.

The mean and median bonus gap arose, due to roles in which male and female team members work within the business and the salaries that the roles attract in the labour market.

This result highlights the need to continue to focus on improving female representation across all disciplines of the business.

We have a relatively equal proportion of male and female employees in the lower and upper quartiles.

The lower middle and upper middle quartile, are skewed towards female employees. This reflects our business rationale to attract and retain talent irrespective of gender.

Britannia Hotels Limited

Mean pay gap
3.9 %
 • Industry standard - Accomodation & Food Sector 11.2% (ONS data - 2017)

Median pay gap
0.0%
 • Industry standard - Accomodation & Food Sector 5.4% (ONS data - 2017)

MEN on bonuses
 26%

WOMEN on bonuses
 28%

Mean bonus pay gap 15.4%

Median bonus pay gap 21.9%

Gender Distribution by Pay Quartile

