



## 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 No 2 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**

25/4/17

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**BRITANNIA  
HOTELS  
No 2  
LIMITED**

We have a low mean gender pay gap of 5.9% which compares very favourably against the Office for National Statistics UK average of 17.4%. While this result is considerably better than national and industry average, we are passionately committed to reduce the gap even further. Additionally, at the median point females are receiving more than males with a negative median gap of 3.5%.

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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 female than males in total. Our average bonus pay for males was higher, this result highlights the need to continue to focus on improving female representation across all disciplines of in the organisation.

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We have a relatively higher proportion of male employees in the lower and upper quartiles. Both middle quartiles have a higher concentration of females.

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## Britannia Hotels No 2 Limited

**Mean pay gap**  
5.9%

• *Industry standard - Accomodation & Food Sector 11.2% (ONS data - 2017)*

**Median pay gap**  
-3.7%

• *Industry standard - Accomodation & Food Sector 5.4% (ONS data - 2017)*

MEN on bonuses  
36%

WOMEN on bonuses  
44%

Mean bonus pay gap 6.5%

Median bonus pay gap 15.4%

### Gender Distribution by Pay Quartile

