



AB HOTELS

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website as of the 31st March 2017 snapshot date.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

Our business comprises of Sopwell House Hotel, The Arch and our corporate functions.

We care for our people and recognise they are our greatest asset. We want to ensure our workforce and culture is diverse, fair and inclusive. We are committed to having a company which people want to work for and where they will feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation.

We recognise the implementation of mandatory gender pay gap reporting is an important step in terms of progression and transparency to encourage greater equality of opportunity for women in work.

Our Gender Pay Gap Report suggests we are doing well in supporting gender equality and we will continue to plan to build on this further.

We have a mean gender pay gap of 5.4% favouring males and a median gender pay gap of 5.3% favouring females – which is very positive indeed.

These are both well below the national mean (17.4%) and median (18.4%) as reported by the Office of National Statistics, 2017.

Mean gender pay gap – Difference between average hourly earnings of males and females

Median gender pay gap – Difference between median hourly earnings

Gender bonus gap – Difference between average bonus earnings

Mean gender bonus gap – Difference between median bonus earnings

Median gender bonus gap – proportion of male and female employees receiving bonus within the 12 month period

	Mean Hour Pay Differences	Median Hourly Pay differences
Male	£11.06	£8.62
Female	£10.49	£9.10
Pay Gap	5.4%	(5.3%)

The higher rate for the mean figure for males is generally driven by a higher rate of long serving male employees, generally at senior levels.

TOTAL of ALL QUARTILES

TOTAL No. of EMPLOYEES	291	
MALE EMPLOYEES	148	50.9%
FEMALE EMPLOYEES	143	49.1%

We are very pleased to report that we have an equal balance of genders employed across our business.

In respect of bonuses, females have received a higher % of earnings to males generally due to the higher proportion of females in our Sales departments.

GENDER PAY REPORTING

Please find listed below the figures that have been reported to The Government Equalities Office in answer to the questions posed.

Difference in hourly rate of pay – Mean	5.4%
Difference in hourly rate of pay – Median	(5.3%)
Difference in bonus pay – Mean	(34.9%)
Difference in bonus pay – Median	(50.5%)

Positive figures in favor of Men, Negative figures in favor of Women

Percentage of employees who received bonus pay

Males who received bonus pay	8.8%
Females who received bonus pay	7.0%

Employees by Pay Quartile

Upper Quartile	Male	56.2%	Female	43.8%
Upper Middle Quartile	Male	35.6%	Female	64.4%
Lower Middle Quartile	Male	46.6%	Female	53.4%
Lower Quartile	Male	65.3%	Female	34.7%

Closing remarks

AB Hotels is proud to be a fair and equitable employer and we are confident that our HR processes and practices ensure that our colleagues are not paid differently due to gender.

We are committed to hiring the best talent for roles within our Company and as part of this, we continue to actively create an environment where everyone is motivated to develop and progress regardless of gender.



Rafi Bejerano

Director