

RBH Hotel Management Limited Gender Pay Gap Reporting

March 2023



RBH Hotel Management Limited Gender Pay Gap Reporting (2022 Data)

RBH Hotel Management Limited owns the Crowne Plaza Reading, DoubleTree by Hilton Edinburgh, Holiday Inn Express Limehouse, Holiday Inn Express Park Royal, Holiday Inn Express Royal Docks and Holiday Inn Express Southwark and directly employs the majority of employees working in those hotels. RBH Hotel Management Limited has engaged RBH Hospitality Management Limited ('RBH') to manage these hotels on their behalf.

The data presented below has been prepared in accordance with the *Equality Act (Gender Pay Gap Information) Regulations 2017*.

Our 2022 data at a glance

	MALE	FEMALE	GAP %	
PAY RATE*				
Mean	£13.25	£12.45	6.1%	Pay Rates reported are for Full-Pay Relevant Employees** in the Relevant Pay Period***
Median	£11.63	£10.65	8.5%	
BONUS AMOUNT				
Mean	£289	£319	-10.3%	Bonus Amounts reported are for all Relevant Employees**** who received a bonus in the Relevant Bonus Period*****
Median	£200	£275	-37.5%	
QUARTILE PAY BAND				
Lower	41%	59%		Quartile Pay Bands reported are based on Pay Rates of Full-Pay Relevant Employees in the Relevant Pay Period
Lower Middle	56%	44%		
Upper Middle	66%	34%		
Upper	61%	39%		
PAID BONUS				
Total Employees Paid	127	108		% Paid Bonus shows proportion of Relevant Employees who received a bonus in the Relevant Bonus Period
# Paid Bonus	84	68		
% Paid Bonus	66.1%	63.0%		



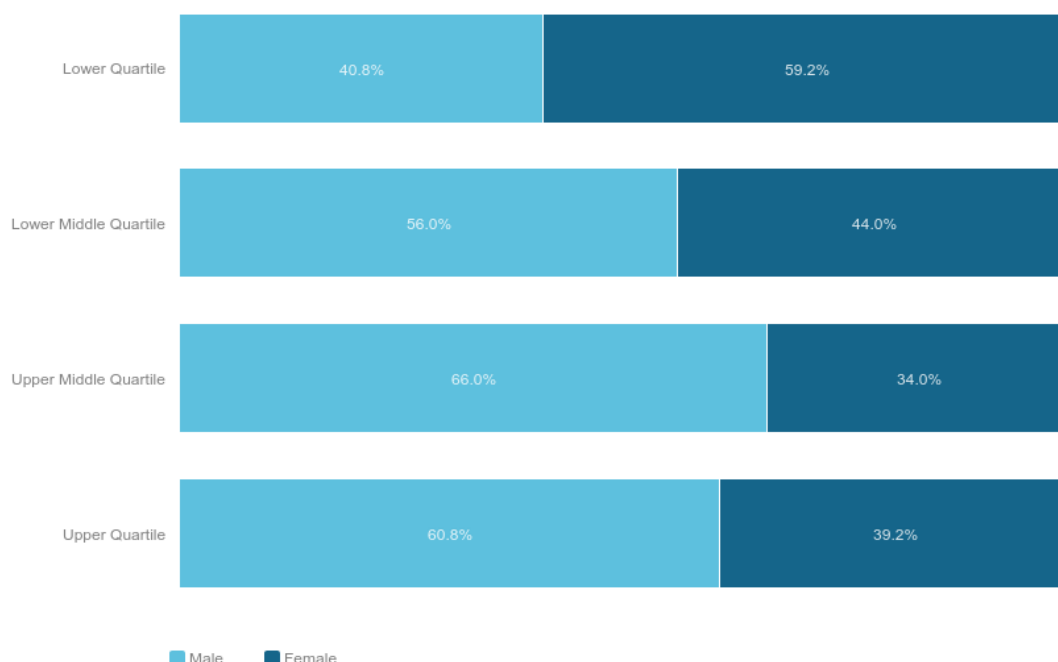
Understanding our gaps, reviewing our actions

Our workforce and pay quartiles

Our workforce

RBH Hotel Management Ltd 's gender pay gap data was collected on the snapshot date of 5 April 2022. At this time there were 259 colleagues in the workforce. 45% women and 55% men.

Proportion of Males and Females in each Quartile Pay Band



Our median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

The Difference:

	Male	Female	Gap
Median Pay Rate	£11.63	£10.65	8.5%

In this year, the female in the middle of the female pay range received 8.5% less than the male in the middle of the male pay range. This median gap means that for every £1 a male received, a female received 92p.

Admin and General and Finance are departments identified as having more disparity.



Our mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

The Difference:

	Male	Female	Gap
Mean Pay Rate	£13.25	£12.45	6.1%

This year the average pay for women was 6.1% less per hour than the average pay for men. This mean gap means that for every £1 a man received, a woman received 94p.

Our bonus pay gap

The bonus gap is the difference between the bonus pay or one-off lump-sum payments (such as recognition awards) paid to male employees and that paid to female employees. Only relevant employees who received a bonus are included in the calculation. Only a small proportion of our colleagues in these locations are eligible for a bonus. Numbers range from two colleagues up to 6 colleagues. Aside from the main bonus structure, small bonus amounts were paid to all colleagues in this tax year as a thank you gesture (Covid-19).

Other reasons for this is due to the types of payments which are captured by the legislative definition of bonus. Employees who receive regular small commission payments are required to be compared to the performance based bonuses members of the senior leadership team have received in that same period. Performance based bonuses are not guaranteed, are subject to a variety of metrics and KPI's and can significantly impact whether a bonus gender pay gap is in favour of men or women. Similar to other organisations, there is a higher representation of men in the senior leadership roles for these hotels and, for the April 2022 reporting period, not all performance bonuses were paid.

The Difference:

	Gap
Mean Bonus Pay	-10.3%
Median Bonus Pay	-37.50%

Percentage of males and females receiving a bonus in 2022

	2022
Male	66%
Female	63%

We acknowledge there is a higher proportion of male employees who received a bonus in the relevant period and that out of all who received a bonus, 45% were female.





RBH
HOSPITALITY MANAGEMENT

Narrative and Next Steps

Ongoing analysis of the results will be undertaken by RBH to review the pay and remuneration strategy for RBH Hotel Management Limited and address the gender pay gap moving forward, particularly as the gender pay gap for this particular reporting period is slightly higher than April 2019 (the last time the Company were obliged to report). Having said that, a gender pay gap of 6.1% is below the figures reported by the Office of National Statistics in October 2022 for all full time employees (8.3%).

Our preliminary analysis has found that men and women are paid equally for performing equivalent jobs and, similar to other organisations, the gender pay gap is due to the level of male representation within the senior leadership team at these hotel. Part of RBH's 2025 strategy is to have 50% of females in leadership positions, currently at the time of writing there is 46%.

In determining pay and reward for employees, a number of factors are considered, including legislative requirements, general economic climate, overall company performance as well as the external market for the types of roles that are on offer in a hotel. Pay and reward has to consider all of the above factors, while at the same time recognising the work and performance over and above the required standard, through bonus and incentives schemes which are determined at departmental level.

RBH, in managing the 6 hotels, is committed to continuing to attract and retain female employees and, in the case of these hotels, investing and developing female talent into leadership roles to move towards closing the gender pay gap.

Signed:

Date: March 2023

Title: Human Resources Director

