

## Gender Pay Report Narrative for Greenclose Hotels Limited

Greenclose Hotels Limited operates Careys Manor Hotel & SenSpa, the Montagu Arms Hotel and The Imperial Hotel and provides this gender pay difference narrative as at the snapshot date of 5<sup>th</sup> April 2020.

It is important to differentiate between gender pay gaps and unequal pay for the purposes of this report. Gender pay gap is the measure of the difference between male and female average earnings across our business. It is not a measure of the difference in pay between males and females for doing the same or comparable work.

### Proportion of “full pay relevant employees” in each quartile pay band (Male / Female)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
80% / 20%	66.7% / 33.3%	83.3% / 16.7%	67.% / 33.3%

#### Mean hourly pay gap is -5.4%:

the difference between male and female mean (average) hourly earnings expressed relative to the male mean. This means that, on average, within the full pay relevant employees population \* females earned a higher hourly rate than males. -

**Median hourly pay gap is -4.6%:** the difference between male and female median (the middle level in a list sorted from lowest to highest) hourly earnings expressed relative to the male median. These measures ignore job roles and the total numbers of men and women and span all our operations. As above these measures are different from the concept of equal pay as they do not include direct comparisons of staff undertaking the same or comparable work. This means that, within the full pay relevant employees population \* the middle rate of hourly pay for females was higher than the middle rate of hourly pay for males. -

\* Please note that on this snapshot date our Hotels and Spa were closed as a result of the coronavirus pandemic and these results reflect the fact that the majority of our employees were furloughed on the government’s Job Retention Scheme and are therefore not included in the gender pay difference statistics as they did not meet the criteria for being “full-pay relevant employees”. From a headcount across the company of 337 as at the snapshot date only 23 could be considered to be “full pay relevant employees”. As a result these results are highly distorted because of the impact of coronavirus and year on year comparisons are not considered meaningful. It can be seen however, that the mean and median have swayed in favour of females.

**Mean bonus pay gap is -439.8%:** the difference between male and female mean bonus earnings expressed relative to the male mean. This means that, on average across the female population bonuses earned in the year were more than 4x higher than the average bonus paid across the male population.

**Median bonus pay gap is 5.7%:** the difference between male and female median bonus earnings expressed relative to the male median. This means that when sorting total bonuses paid the middle value for males receiving bonuses was slightly higher than the middle value for females receiving bonuses.

**Males who received bonus pay 5.3%** - of total males.

**Females who received bonus pay 18.5%** - of total females.

The mean bonus gap sways in favour of females as does the females who received bonus pay percentage as this relates largely to sales bonuses and commissions paid to the Senspa Therapy team. The majority of this team are female and are incentivised this way unlike hotel staff who earn tips and gratuities, which sit outside the definition of bonuses for Gender Pay Gap Reporting purposes.

Overview:

- Whilst we continue to commit to narrowing and eliminating any gender pay gaps by doing more to support gender equality, we are confident that male and female staff are paid equally for doing the same or comparable jobs across our business.
- As a business our people and every team member are valued through:  
Training and Development – We support every team member in reaching their potential. We remain committed towards internal progression and development with career paths for all our staff and continue to sustain and develop a culture of opportunity for all.  
Reward and Recognition – We acknowledge and celebrate talent, commitment and outstanding performance  
Culture and Environment – We nurture an honest and open workplace centred on the wellbeing of all team members.
- We aim to attract, recruit, develop and retain the best of talent regardless of gender, ethnicity, age, disability, religion or sexual orientation. We promote an inclusive, moral, fair and flexible culture in our hotels. We pay our staff based on the role that is undertaken regardless of gender or any other factors.
- We understand that positive senior role models give confidence and inspire success and we pride ourselves on our balance of the gender ratio in management and senior roles.
- We are confident that our HR practices are fair and without gender prejudice.
- We will continue to support flexible working within our businesses.
- We are committed towards reporting our gender pay gap annually.

I confirm that the data published in this report is accurate and data has been calculated according to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

James Hiley-Jones

Managing Director  
Greenclose Hotels Limited