



Grange Hotels Gender Pay Gap Report 2018





Foreword

The gender pay and bonus gaps has been calculated the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It is important to note that the gender pay equality, as set out in the prescribed methodologies, is not the same as equal pay for equal work. The gender pay gap shows the difference in the average pay between men and women. It goes measure equal pay, which deals with the pay differences between men and women who carry out the same job, similar jobs or work of equal value.

We are committed to the principle of equal opportunities and equal treatment for all employees and are therefore confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the company and the salaries that these role attract in the labor market.

Grange Hotels value the diversity of our workforce, and believe that the best results are achieved by committed people from a variety of difference backgrounds, ethnicities and gender.



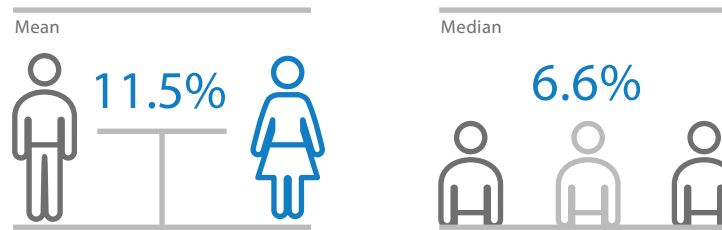


Gender Pay Gap

Total colleague population 1333 people, comprising combined data for Grange Hotels

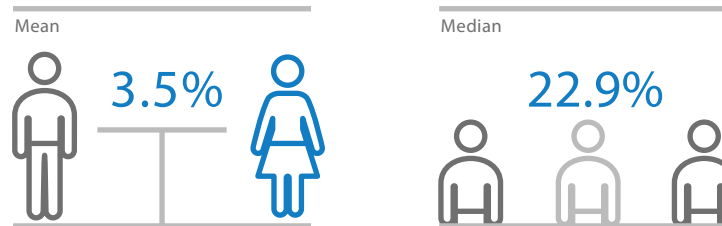
Gender pay gap

Percentage difference between the mean and median hourly pay of men and women



Gender bonus gap

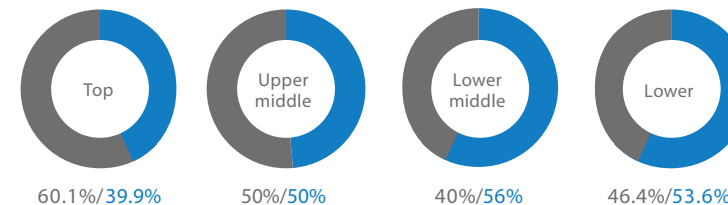
Percentage difference between the mean and median bonus pay of men and women



Proportion of men and women receiving bonuses



Proportion of men and women in each quartile of our pay structure



Interpreting our data

Our gender pay gap shows the difference in average pay between women and men for our employees.

There is no discernible difference between the proportion of men and women receiving a bonus. The small gap that does exist is explained by those not eligible to receive a bonus at the time the data sample was taken.



Statutory disclosure

Grange Hotels

Total colleague population: 1333 people

Gender pay gap (mean and median)

Mean hourly pay gap	11.5%
Median hourly pay gap	6.6%

Gender bonus gap (mean and median)

Mean bonus pay gap	3.5%
Median bonus pay gap	22.9%

Proportion of men and women receiving bonuses

Men	36.3%
Women	34.0%

Proportion of men and women in each quartile of our pay structure

	Men	Women
Top	60.1%	39.9%
Upper middle	50.0%	50.0%
Lower middle	44.0%	56.0%
Lower	46.4%	53.6%