



ROYAL GARDEN HOTEL

LONDON

GENDER PAY GAP REPORT

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2025, based on data from April 2024. While the Royal Garden Hotel identifies all genders, including biological sex, sex-based social structures and gender identity, for this report, gender is characterized by female and male, in line with the Equality Act 2010.





Oliver Bateman
General Manager

2024 Foreward

At the Royal Garden Hotel, we are committed to fostering a diverse, inclusive, and equitable workplace where all team members are valued and rewarded fairly. As part of our dedication to transparency and continuous improvement, we are pleased to present our latest Gender Pay Gap report.

We are a people business with people delivering our business success, and we recognise that ensuring equal opportunities for all is not only the right thing to do but also essential for our long-term success. While this report highlights where we currently stand in terms of gender pay equality, it also serves as a benchmark for progress and an opportunity to reinforce our commitment to closing the gap.

We acknowledge that challenges remain, and we are actively working to address them through initiatives such as leadership development initiatives, enhanced flexible working options, and unbiased recruitment and promotion practices. Our goal is to create an environment where talent and dedication are the sole factors determining career progression and reward.

As we continue on this journey, we remain steadfast in our belief that equality benefits everyone — our team members, our guests, and our business as a whole. Thank you for taking the time to review this report, and we welcome any dialogue that helps us further our mission of achieving true gender parity.

Oliver Bateman
General Manager

What is Gender Pay Gap and how is it calculated?

The **Gender Pay Gap** is a measure of the difference between the average earnings between male and female employees and is measured using two elements for relevant employees:

Mean Gender Pay Gap: The difference between the arithmetic average hourly pay rate of male full-pay relevant employees and that of female full-pay relevant employees.

Median Gender Pay Gap: The median represents the middle point of a population. The difference between the hourly pay rate of the middle male full-pay relevant employees and that of the middle female full-pay relevant employees.

The mean and median are important metrics and need to be looked at together. However the mean can be skewed by fewer individuals earning more in the upper range.

Mean and median gender pay gap is based on hourly rate of pay on 5th April 2024.

Our pay gap is not a result of equal pay issues as we have a gender neutral approach to pay across all levels of the hotel and we regularly monitor equal pay as both a legal and moral obligation.

The **Gender Bonus Gap** is measured using two elements for relevant employees as follows:

Mean Gender Bonus Gap: The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees.

Median Gender Bonus Gap: The difference between the median bonus pay paid to male relevant employees and that of female relevant employees.

Mean and median bonus gender pay gap considers bonus pay received in the 12 months leading up to 5th April 2024.

Equal pay and gender pay

Equal pay means that men and women in the same employment who are performing equal work must receive equal pay, as set out in the Equality Act 2010.

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation or the labour market. It is expressed as a percentage of men's earnings

Our Gender Pay Results 2024

Gender pay gap (mean and median)

Mean hourly pay gap	8.65%
Median hourly pay gap	8.15%

Gender bonus gap (mean and median)

Mean bonus pay gap	52.2%
Median bonus pay gap	-75.1%

Proportion of men and women receiving bonuses

Men	12.7%
Women	18.3%

The mean calculation in gender pay gap analysis is more sensitive to outlier data points, such as extremely high or low salaries, which can skew the overall figure. For instance, if highly paid individuals are predominantly male, this can significantly affect the mean. Conversely, the median calculation represents the middle point of the pay distribution and is not influenced by extreme values.

At the Royal Garden Hotel, the upper quartile consists of 73.8% male and 26.2% female employees. This illustrates the gender distribution in higher-paying positions. The median, however, provides a balanced view of pay discrepancies between genders, as it is not impacted by extreme values.

In our technical roles such as Engineering and Kitchen, there remains a higher male representation. We have no turnover in these higher positions.

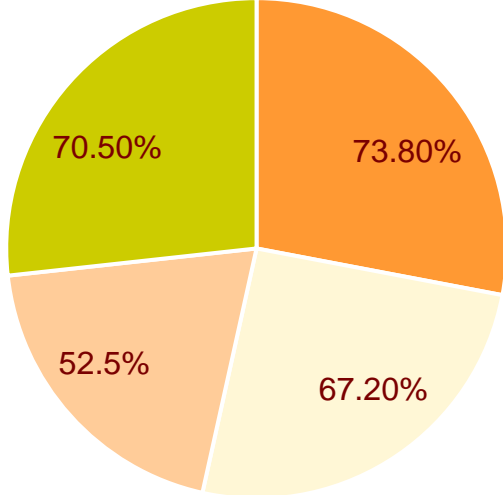
The Gender Bonus Gap is measured solely on those employees who were eligible for a bonus payment or on an incentive scheme and who received one. It therefore, excluded those who may have been eligible but did not qualify for a payment. It also excludes all team members who receive service charge payments.

Our bonus gap is impacted by a higher proportion of male team members in senior positions and proportionately fewer male team members in Sales roles. There has been little to no turnover in these areas since our last report however the incentive scheme has included proportionately more female team members.

Gender Pay Quartiles

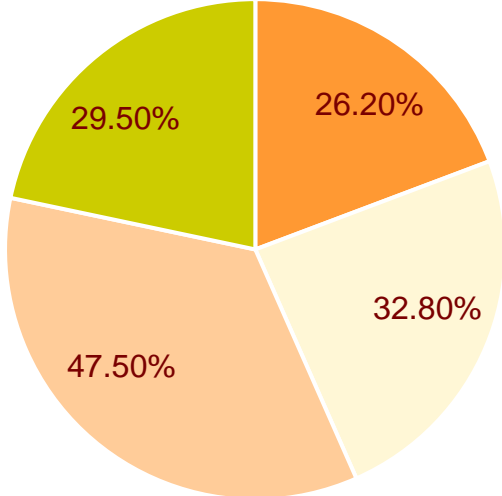
This chart shows the distribution of gender representation across the different pay quartiles in our workforce based on hourly pay rate. In order for there to be little or no gender pay gap, there would need to be the same ratio of men and women in each quartile band. The gap is the upper and lower quartiles, in which we have a higher ratio of male workers to female workers in positions such as Engineering and Kitchens.

Quartile Pay Male



■ Upper ■ Upper Middle ■ Lower Middle ■ Lower

Quartile Pay Female



■ Upper ■ Upper Middle ■ Lower Middle ■ Lower

Our Future Strategy

We are committed to an equitable and inclusive workforce that represents many different cultures, background and viewpoints:

- Regular pay audits to assess benchmarks for salaries and bonuses with our competitive set and help highlight any pay disparities so that they can be resolved. Benchmarking against industry standards will ensure pay is aligned with market rates helping us to set consistent, competitive salary bands for each role.
- Focus on the roles in the senior leadership to ensure we have a balanced pipeline and a robust inclusive recruitment process for when roles become available.
- A commitment to ensuring equal gender representation in the final selection pool for senior roles
- Offer learning & development opportunities across the hotel to enhance career progression opportunities for all to ensure all team members are supported to reach their full potential, reviewing gender balance at all times.
- Continue to monitor percentage of internal promotions that are female, in particular into senior roles

We are conscious that these actions may not result in significant changes to our Gender Pay Gap level in the short term, however we are confident we are putting in the groundwork to make significant change for the longer term, working towards an environment where there are no barriers for any female colleague to progress their career into any senior leadership role.

Statutory disclosure

2024 data

The Royal Garden Hotel		
Total team member population including casuals	321	
Gender pay gap (mean and median)		
Mean hourly pay gap	8.65%	
Median hourly pay gap	8.15%	
Gender bonus gap (mean and median)		
Mean bonus pay gap	51.2%	
Median bonus pay gap	-75.1%	
Proportion of men and women receiving bonuses		
Men	18.3%	
Women	12.7%	
Proportion of men and women in each quartile of our pay structure	Male	Female
Upper	73.8%	26.2%
Upper middle	67.2%	32.8%
Lower middle	52.5%	47.5%
Lower	70.5%	29.5%

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting legislation. I confirm that these figures are true and accurate as of 5th April 2024.



Oliver Bateman
General Manager

