



# Grange Hotels Gender Pay Gap Report 2017





# 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 fo equal work. The gender pay gap shows the difference in the average pay between men and women. it oes not meaasure equal pay, which deals wit 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 oportunities 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 saleries that these role attract in the labour market.

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



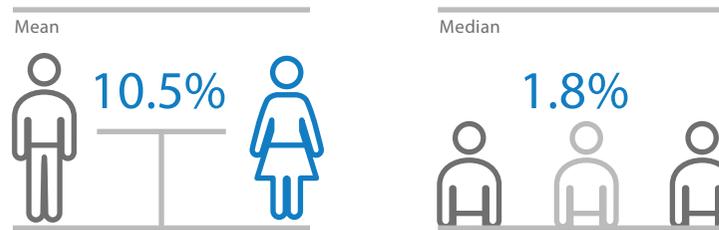


# Gender Pay Gap

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

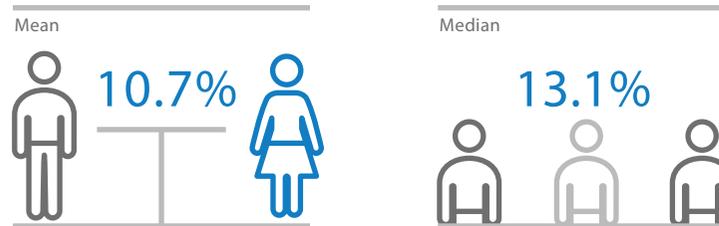
## Gender pay gap

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



## Gender bonus gap

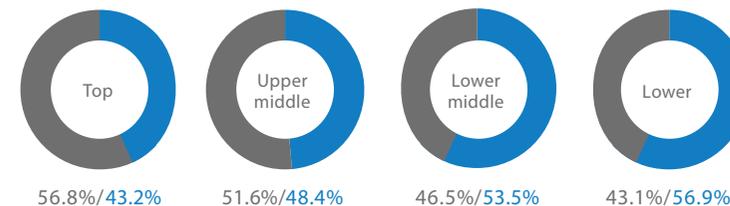
Percentage difference between the mean and median bonus pay of men and women



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	10.5%
Median hourly pay gap	1.8%

Gender bonus gap (mean and median)

Mean bonus pay gap	10.7%
Median bonus pay gap	13.1%

Proportion of men and women receiving bonuses

Men	32.9%
Women	30.3%

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

	Men	Women
Top	56.8%	43.2%
Upper middle	51.6%	48.4%
Lower middle	46.5%	53.5%
Lower	43.1%	56.9%