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**PRINCIPAL**

HOTEL COMPANY LTD

# Gender Pay Gap Group Report

Data as of 5<sup>th</sup> April 2017

# PRINCIPAL HOTEL COMPANY - GENDER PAY GAP REPORT

Organisations of more than 250 employees are required to publish gender specific pay data by April 2018, therefore for Principal Hotel Company Ltd this requires the publishing of pay data for six legal entities that form part of the combined Group.

- De Vere Limited
- De Vere 2 Limited
- The Principal Manchester Limited
- The Grand Central Hotel Glasgow Limited
- De Vere Cotswold Water Park Limited
- De Vere Wokefield Estate Limited

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## Gender Pay Gap Data for Principal Hotel Company's 6 legal entities of 250 or more Employees

PHco Legal Entities of 250 or more employees	Hourly gender pay difference – Mean %	Hourly gender pay difference – Median %	Proportion of men/women in lower quartile pay band (Male % / Female %)	Proportion of men/women in lower middle quartile pay band (Male % / Female %)	Proportion of men/women in upper middle quartile pay band (Male % / Female %)	Proportion of men/women in upper quartile pay band (Male % / Female %)	Gender Bonus difference – Mean %	Gender Bonus difference – Median %	Proportion of employees receiving bonus (Male % / Female %)
De Vere Limited	5.8	1.0	53.4 / 46.6	48.9 / 51.1	52.8 / 47.2	54.5 / 45/5	46.4	(8.0)	21.7 / 23.5
De Vere 2 Limited	1.6	0.9	47.8 / 52.2	32.4 / 67.6	44.9 / 55.1	42.1 / 57.9	(215.3)	(20.0)	26.6 / 29.4
The Principal Manchester	9.4	6.9	44.6 / 55.4	43.1 / 56.9	60.0 / 40.0	63.5 / 36.5	(4.3)	(24.7)	42.1 / 44.6
The Grand Central Hotel Glasgow	5.2	1.0	57.9 / 42.1	39.7 / 60.3	53.4 / 46.6	50.0 / 50.0	(67.3)	(58.3)	24.8 / 28.0
De Vere Cotswold Water Park	7.3	1.3	31.9 / 68.1	43.5 / 56.5	41.3 / 58.7	54.5 / 45.5	(13.8)	(20.4)	21.4 / 26.5
De Vere Wokefield Estate	12.3	3.3	49.1 / 50.9	43.4 / 56.6	49.1 / 50.9	62.7 / 37.3	(0.3)	(89.7)	9.2 / 9.7

(The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017)

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- We aim to be an 'employer of choice' and are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We are also committed to the principles of equal pay for all of our employees and provide inspiring opportunities for our colleagues to grow their career, regardless of their gender, background or education.
- We are therefore confident that any pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- We are pleased to be able to say that our gender pay gaps across the six legal entities reported, compare favourably with that of other organisations, including those within our industry.
- The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At between 1.6% and 12.3% our mean gender pay gaps are therefore, significantly lower than that for the whole economy. The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, at a range between 0.9% and 6.9%, our median gender pay gaps are also significantly lower than for the whole economy.
- The proportion of female employees across the combined legal entities reported on, who received a bonus payment in the 12 months up to 5 April 2017 was higher than that for male employees.

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- **We believe that the following measures have had a positive impact on our gender pay gap:**
- - In 2016 the introduction of our Inspire Training Academy offering a broad catalogue of career enhancing development programmes at all levels.
- - Inspire online our e-learning portal allowing our colleagues to undertake flexible self-development, 24/7 365 from any location be that home or work. Among our programmes we offer training on Equality, Diversity and Inclusion.
- - Our EAP provided by Hospitality Action provides a Parenting Helpline – topics covered include: pregnancy and birth, single parenting, shared parenting, and teenage challenges.
- - Our partnership programmes with local schools, colleges and universities, to raise young people's awareness of the different career opportunities available within the hospitality sector, and to help dispel any misperceptions and stereotypes.
- - Our current Graduate Management programme and Apprenticeship programmes provide different entry level development programmes, supporting the individual needs of candidates, whilst attracting a diverse population of applicants.
- - Due to the nature of our business we try to support Flexible working by providing 100's of different working patterns, allowing our colleagues the opportunity of finding the right role to support their needs.
- I can confirm that the information in this statement is accurate.

Tony Troy  
Chief Executive Officer