

Jupiter Hotels Limited – gender pay gap report

Introduction

At Jupiter Hotels Limited we believe in promoting fairness, equality and diversity amongst our workforce. Overall our workforce consists of an encouraging ratio of 45% males / 55% females, which are similar figures to last year (April 2017), which we believe demonstrates our continued commitment to these values, as well as the transparency of publishing our gender pay gap information. We operate a number of unique Hotels across the UK, including country houses, business hotels, city centre and seaside locations with a range of facilities, superb meeting and wedding facilities and Feel Good Health Clubs and gyms within many of our properties.

Gender Pay Gap Data

The positive mean and median gender gap indicates the average pay for males is higher than the average pay for females across the business, which has slightly widened compared to 2017.

We believe the mean and median gender pay gaps can be associated with the composition of our workforce, which has not significantly altered from April 2017.

For example, the structure of our Senior Executive team has not changed since April 2017, where there continues to be an imbalance of representation of females to males. In addition and in line with the general hospitality trend, more females remain employed in more junior roles. This is demonstrated by females representing 62% in our lower and lower middle pay quartiles.

Pay Quartiles by Gender Data

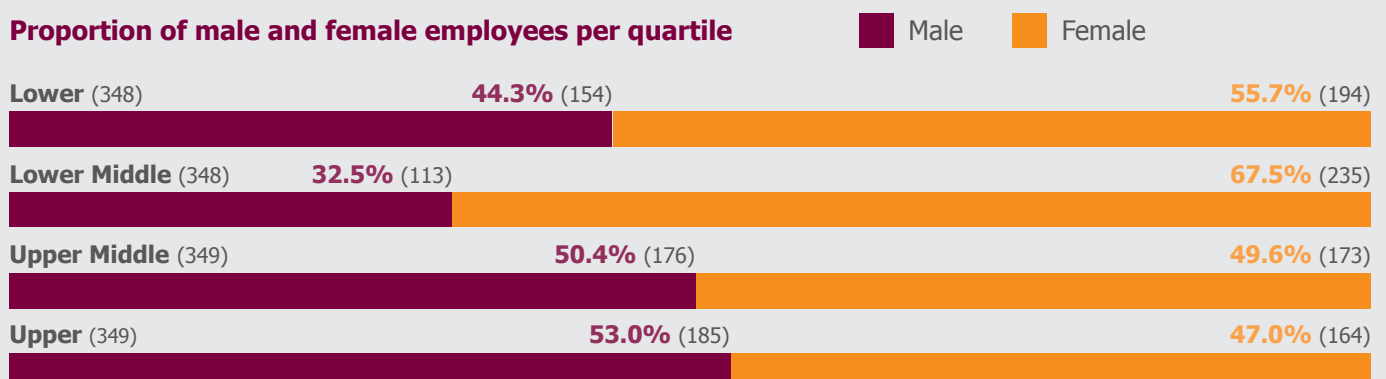
This data shows our male / female split within four pay bands, which overall, the gender percentages in each quartile have not changed significantly from April 2017.

Whilst there is some improvement to the lower middle pay band gender ratio (1.7%), there is still more to do in increasing the number of males into our more junior operational roles.

Pay Gaps

Mean pay gap **15.01%** **Median** pay gap **4.42%**

Proportion of male and female employees per quartile



Jupiter Hotels Limited – gender pay gap report

Gender Bonus Gap Data

Demonstrates the differences in mean and median bonus pay between men and women who received bonus pay in the reporting year.

The difference in mean bonus figure as per last year was expected given the higher bonus-earning potential opportunity available for more senior roles of which there is a larger proportion of males than females as previously discussed.

The difference between the proportion of men and women who received bonus payments in the year was again small, with proportionately more women receiving a bonus than men. This is partly due to the job roles which attract a bonus payments such as within our support centre, Front Office and Sales roles where there are higher numbers of females than males.

The difference in the median bonus figure this year was due to the timing of a bonus which had not been paid in the previous years snapshot data. There was a high proportion of females receiving the payment which skewed the median bonus payment for females.

Gender Pay Gap Actions / Opportunities

To continue to encourage diversity across the organisation, specifically in relation to the Gender Pay Gap data, the key actions we are taking include:

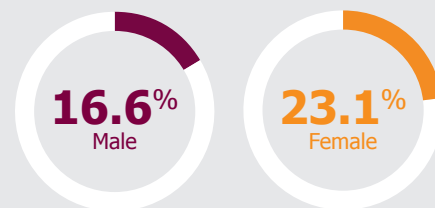
- Continuing to identify and, where required, addressing any gender pay gaps at job level
- Continue to attract diverse applicants for our vacancies and endeavour to short list diverse candidates who meet the essential person specification criteria for all our vacancies

Bonus Gaps

Mean rate gap **64.8%**

Median rate gap **-212.7%**

Bonus Proportions



Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2018 and was calculated independently by Cintra.

I confirm that the calculations provided are accurate and meet the requirements of the legislation.

Shane Harris
Chief Executive Officer