

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 48% males / 52% females, which reflects a slight change from last year's (April 2020) 44% males / 56% females. This 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. The gap in median pay has narrowed slightly compared to last year.

We believe the mean and median gender pay gaps can be associated with the composition of our workforce, which has altered only slightly from April 2020.

For example, the structure of our Hotels' Senior Management teams has not changed significantly since April 2020, where there continues to be an imbalance of representation of females to males, however, in line with the general hospitality trend, more females remain employed in more junior roles. This is demonstrated by females representing 58% across our lower and lower middle pay quartiles.

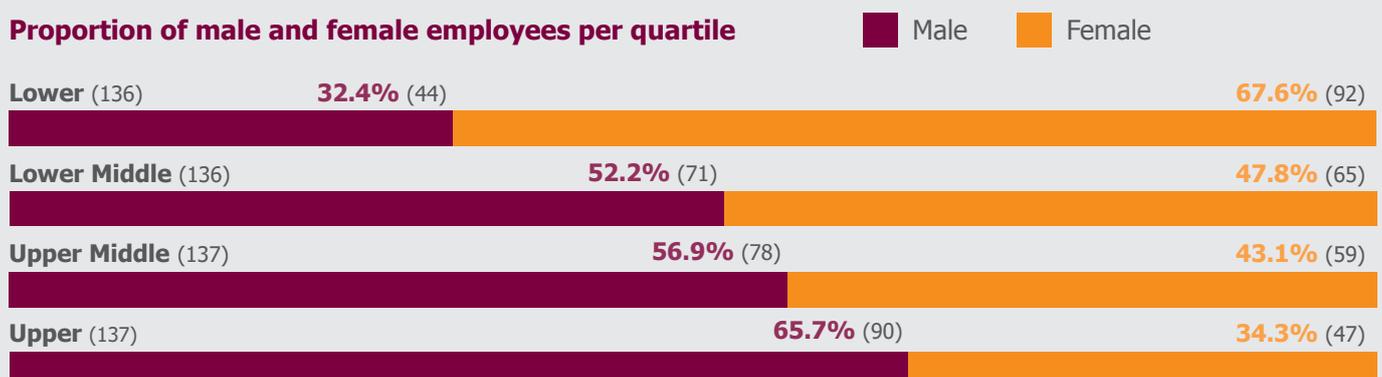
Pay Quartiles by Gender Data

This data shows our male / female split within four pay bands, which show some success in that the percentage of females in the upper two quartiles has increased from April 2020, whilst the increased proportion of females within the the lower middle and lower pay bands means there is still more to do in increasing the number of males into our more junior operational roles.

Pay Gaps

Mean pay gap **18.75%** **Median** pay gap **7.97%**

Proportion of male and female employees per quartile



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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.

There is a significant difference in mean and median bonus figures both as compared to last year and between women and men with proportionately more women receiving a bonus than men and at a higher level. Given that this year, the higher bonus-earning potential opportunity available for the more senior Hotel Management roles - in which there is an imbalance of representation of females to males - was very limited, this meant that a much larger proportion of bonuses earned were in job roles such as within our sales support centre, Front Office and Hotel Sales roles where there are higher numbers of females than males.

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:

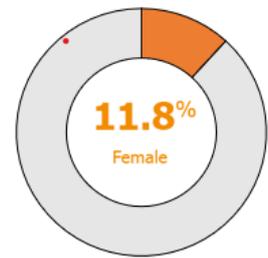
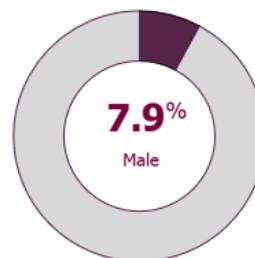
- Continuing to identify and, where required, addressing any gender pay gaps at job level
- Continue to attract diverse applicants for our vacancies and endeavour to short list diverse candidates who meet the essential person specification criteria for all our vacancies

Bonus Gaps

Mean rate gap **-410.7%**

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 2021 and was calculated independently by Cintra.