

# GENDER PAY GAP 2018



RSM LEISURE LIMITED

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## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>3.0% lower</b> than men's	Women's median hourly rate is <b>0.9% lower</b> than men's

In other words, when comparing mean hourly rates, women earn **97p for every £1** men earn

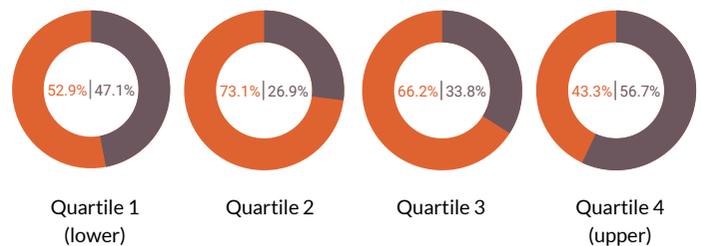
In other words, when comparing mean hourly rates, women earn **99.1p for every £1** men earn



### PAY QUARTILES



The image below shows the gender distribution at RSM Leisure Limited when colleagues are placed into four equally sized quartiles based on pay



Proportion of male and female staff in quartiles

## BONUS DATA

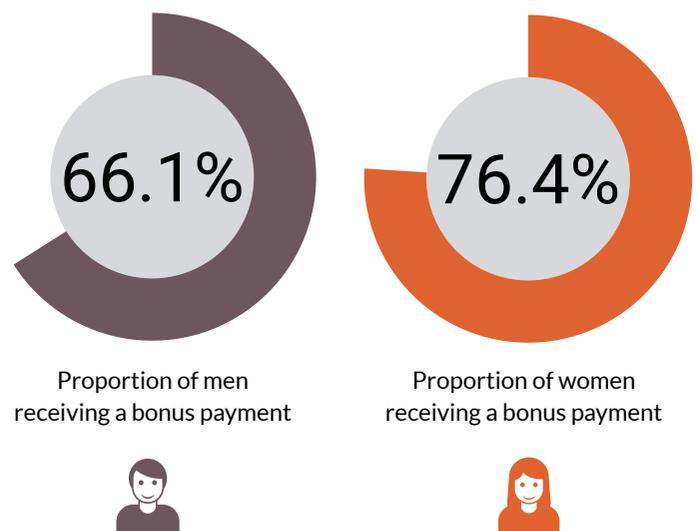


### BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is <b>17.4% lower</b> than men's	Women's median bonus pay is <b>8.6% lower</b> than men's



### PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment

Proportion of women receiving a bonus payment



*David Michels*

Sir David Michels  
Co-owner and Chairman

Published: March 2019

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, RSM Leisure Limited is required to carry out Gender Pay Gap Reporting

# Gender Pay Gap Report

at 5th April 2018

## RSM Leisure Ltd

The Lea Marston Hotel and the Abbey Hotel (RSM Leisure Limited) 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it evaluates job roles and rates of pay as necessary to ensure a fair structure.

The Company is therefore confident that its gender 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.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles which tend to be paid at or close to the national minimum wage. In addition, men are more likely to be in skilled (e.g. in the hospitality industry, Chefs), technical (e.g. Maintenance) and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the Company workforce, where the majority of front-line customer service roles within its hotels are held by women, while a higher number of line manager and senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows the workforce divided into four equal-sized groups based on hourly pay rates, between the lowest-paid 25% of employees (the lower quartile) and the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within RSM Leisure, 52.9% of the employees in the Lower Quartile are women and 41.1% men. The percentage of male employees remains lower than females throughout the remaining Bands, except with the Upper Quartile, there the percentage of men is higher than women but not by a significant amount - 43.1% Women and 56.7% men with a 2% increase in Band D.

### How does Lea Marston Hotel and the Abbey Hotel's (RSM Leisure's) gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that the Company's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.1%, while in the hotel sector it is 8.4%. At 3%, RSM Leisure's mean gender pay gap is lower than the sector and far below the UK average.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while in the hotel sector it is 4.2%. At 0.9%, RSM Leisure's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The mean gender bonus gap and the median gender bonus gap for RSM Leisure are significantly lower than 2017 figures. And, when looked at in terms of cash amounts rather than percentage terms, the difference in figures involved are comparatively small, at £610.78 and £35 respectively.

The proportion of men at RSM Leisure who received a bonus in the 12 months up to 4 April 2018 was 66.07%, while for women this was 76.4%. This reflects the higher proportion of females in roles that attract a bonus or incentive (in our case Sales related roles), whilst higher bonus amounts may have been paid to males, this is due to the roles carried out by those males rather than gender inequality.

### What is RSM Leisure doing to address its gender pay gap?

While RSM Leisure's gender pay gap in part compares favourably with that of organisations both across the whole UK economy and within the hotel sector, this is not a subject about which RSM Leisure is complacent, and it is committed to doing everything that it can to reduce the gap. However, RSM Leisure also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the life or career choices that they make.

There is a low level of take-up of flexible working among male employees, as well as a number of female employees who opt to apply for part time work or flexible working or choose not to return to work at the end of maternity leave.

Employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

No one initiative will, of itself, remove the gender pay gap - and it may be several years before any impact is seen.

In the coming year, RSM Leisure is also committed to:

- Continuing to review its management and policy on bonus payments;
- reviewing family friendly options for its workforce with a focus on promoting accessibility across both genders (based on the underrepresentation of males taking up family centric options)
- increasing awareness to address pay gaps whilst monitoring and educating individuals who affect relevant activities that can have an effect on our results (i.e. recruitment, development, retention, job analysis, pay banding)
- continuing to encourage diversity within the organisation
- reviewing flexibility in its workforce

Any further initiatives launched throughout the year will be communicated as appropriate.