

Gender Pay Gap 2023 – Ireland

Overview and Context

Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with over 270 hotels in 117 destinations. Leonardo Hotels UK & Ireland manages 53 hotels across 36 locations.

For the purposes of this report, Leonardo Hotels used the 30th Jun 2023 as the snapshot period to measure data against. At this point in time, the Company had 366 active employees that had received payment within the 12 months up to the snapshot period.

Our management team is spread across both the UK and Ireland, meaning that any Country-specific data (such as Gender Pay data) is necessarily only reflective of those employees that reside in that particular territory. Whilst many of our heads of functions sit on our Irish Payroll, the data does not include other key figures in our business including a number of female senior leaders, who are instead included in our UK Gender Pay Gap data.

The snapshot reporting period covers 01/07/2022 – 30/06/2023. Whereas the previous year of data was disrupted by various measures and closures due to the COVID-19 pandemic, this year represents a more settled period of trading and normal service.

Gender Splits

The total gender split across the Irish part of the business is Male 41.8% / 58.2% Female. Split into pay quartiles, the splits are as shown in the table below:

	Male %	Female %
Quartile 1 (Highest Paid)	44.0%	56.0%
Quartile 2	50.5%	49.5%
Quartile 3	34.1%	65.9%
Quartile 4 (Lowest Paid)	38.5%	61.5%

For the most part, the quartiles measure similarly against the total gender split. We can see that male representation in quartile 1 and 2 are slightly higher against the overall average, suggesting that male employees are more likely to hold supervisory or management positions as a proportion of their total population. However, female representation in the top quartile remains very positive and shows the Company's commitment to hire and promote women to top roles in the business.

- Each quartile is the measurement of the genders of 91 or 92 employees.
- The business has a fairly flat pay structure due to the nature of the industry, and as such many employees earn broadly similar wages. The top quartile therefore holds data mainly for employees at supervisory level and above, whilst the other 3 quartiles contains only minor differences in pay levels.

Pay Gaps

Hourly Pay

The mean and median pay differences for hourly pay can be found below:

	Gap 2022	Gap 2023	Difference
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Average	15.9%	12.9%	-3.0%
Median	1.0%	2.0%	+1.0%

In comparison to the previous year, there has been a small adjustment in the pay gap averages, with average falling by 3%, and median increasing by 1%. Overall, we consider the results to be positive, whilst acknowledging that a gap still exists.

Bonus Pay

	% of Total 2022	% of Total 2023	Difference
Male	16.7%	20.3%	+3.6%
Female	16.8%	22.1%	+5.3%

For the purposes of the report, bonuses have been identified as any payment made based on performance, any cashed in points from the internal reward system where employees can cash in points for pay, along with any payments for recommending an employee to work for the business.

The mean and median pay differences for bonuses paid can be found below:

	Gap 2022	Gap 2023	Difference
Average	66.1%	59.4%	-6.7%
Median	44.4%	2.4%	-42%

In comparison to 2022 our median has dropped significantly to 2.4%, with the average falling by a considerable 6.7%. The median in particular helps to illustrate that, in normal operating times (not disrupted by closures) our bonus structure for the majority of roles helps to support equal pay between genders.

Bonus payments are performance based and paid at the discretion of the business. Like for like roles are measured by the same KPI's, and offer the same earnings potential for each employee in that role. Some roles in the business are standalone and have no other internal comparator to measure bonus potential against, and will therefore be matched to market expectations where reasonable. Circumstantial and time bound specific items (e.g. recommend a friend) are available to all employees, and payment levels for these types are guided by written policies.

Part Time Hourly Pay

The mean and median pay differences for hourly pay for part time employees can be found below:

	Gap 2022	Gap 2023	Difference
Average	-5.2%	-5.6%	+0.4%
Median	0.3%	0.2%	+0.1%

In total, 198 employees are classed as part time, with 113 of this group female – 57% of the group. This percentage split sits in line with our total headcount for the snapshot period.

Part time employees include any employees on part time contracts, along with any employees operating on a flexible or casual basis, as all employees in this group are contractually guaranteed at least 5 hours of work a week.

The median difference is close to zero, suggesting that employees working part time have the same opportunities as one another and the same ability to avail of flexible working. The average difference sits in favour of female employees.

Temporary Hourly Pay

As at the snapshot date, the Company had no employees on temporary or fixed term contracts in Ireland – as such, no data is able to be produced.

Benefits in Kind

Our employee percentages for those receiving benefits in kind are noted below:

	% of Total
Male	1.3%
Female	1.9%

Business Plans to Reduce Pay Gaps

Leonardo Hotels is committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender.

We offer numerous training programmes at all levels across the business, from improving basic skills for specific roles in our main departments across the business, to graduate and management programmes that support bringing up our next generations of managers that may go on to run our hotels in the future. These programmes are advertised both internally through our communication channels, and also advertised externally on our careers site and on job adverts to attract candidates. The programmes are available to both male and female employees.

We offer flexible working opportunities to employees above and beyond the current legislative eligibility requirements, and have a number of senior employees availing of this.

We continually review our salaries for employees in similar roles to ensure that there is fairness in how we pay our employees, regardless of gender. Salaries are also measured against external benchmarks to ensure we are competitive.

We recently published our Diversity and Inclusion charter, and have targeted actions to ensure equal opportunities at every step of an employees' career, from using gender neutral language in job adverts to equal access to promotion and training opportunities.