

Gender Pay Gap 2021

Market Context Resulting From Covid-19

The hospitality industry was one of many industries that was severely impacted by the unprecedented circumstances of Covid-19.

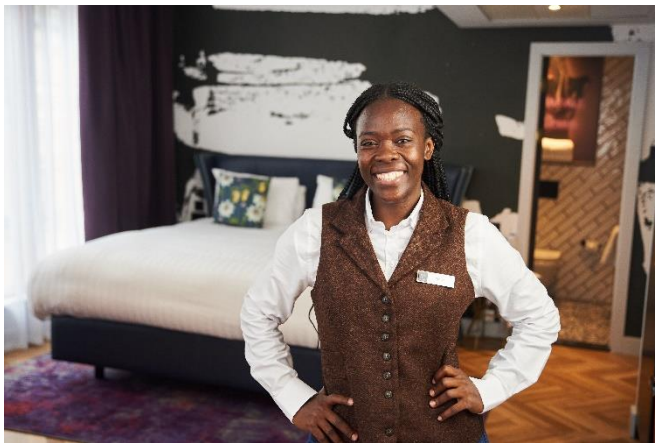
At the point of the reporting period in April 2021, Jurys Inn and Leonardo Hotels UK & Ireland hotels continued to be either shut or operating in greatly decreased capacities in order to match both the customer demand levels and to ensure that employees and guests could remain safe and within government guidelines at the time. As such, workforce levels were much lower than when the company operates at full capacity.



Gender Pay Gap Assessment

The 2021 gender pay gap snapshot of 5th April therefore continued the theme of the previous reporting period, in that it provides an unrepresentative view of our workforce as very few of our employees could be classed as ‘full pay relevant employees’ under the pay gap rules at this point.

On 5th April 2021, only a very small minority of our workforce could be classed as ‘full pay relevant employees’ under the gender pay gap definition, meaning the data required for our pay snapshot is not representative of normal business operations. Many employees at this point in time were employed on either a ‘flexi furlough’ or ‘furlough’ basis in line with the government furlough rules at this time.



As such, our reportable hourly pay data is skewed once again this year compared to previous years that were not affected by the pandemic. With regards to bonuses, the company did not pay any bonuses in the reporting year due to low levels of business, so there is no data to report on bonuses.

Hourly Pay Information

For 2021, the Office for National Statistics (ONS) has reported that the UK Gender Pay gap sits at 15.4%, up slightly from 14.9% in 2020.

In order to provide context to Jurys Inn and Leonardo Hotels’ 2021 data we have provided full pay relevant employees in relation to our 2020 results.

We have also provided data for all relevant employees against 2019’s data, the last measured period prior to the pandemic – this helps to show what our entire workforce would look like against pre-pandemic conditions. Of course, this can only be illustrative as our headcount changed significantly during the pandemic in order to ensure the business could emerge from the pandemic in a sustainable financial position.

Full results for both measurements are below:

	2020 Data	Full Pay Relevant Employees 2021	Difference vs 2020	Relevant Employees 2021	Difference vs 2019
Mean GPG	30.4%	6.3%	-24.1%	7.9%	-0.9%
Median GPG	2.0%	2.0%	0.0%	2.0%	0.0%



The reportable data in the blue columns shows a decrease in our Mean gender pay gap in comparison to 2020 (24.1% decrease). However, this is not truly indicative of our gender pay gap. This is due to the limited number of employees classed as 'Full Pay Representative Employees' at the point of the snapshot. The median gender pay gap has remained at 2%.

The orange data show the pay gaps for all relevant employees, including those on furlough or flexi furlough. Whilst the data is necessarily flawed due to furloughed employees being included, this shows data more in line with results from previous years, as can be seen when measured against 2019's data. This suggests that our gender pay gap remains much lower than the national average, and with a particularly small median gap.

We have also produced 2 sets of data for our gender quartiles, provided in the table below:

	'Full Pay Relevant' Males 2021	'Full Pay Relevant' Females 2021	'Relevant' Males 2021	'Relevant' Females 2021
Q1 (Highest Paid)	37%	63%	58%	42%
Q2	42%	58%	51%	49%
Q3	47%	53%	49%	51%
Q4 (Lowest Paid)	30%	70%	43%	57%

Whilst there are some variables in the two data sets, overall the data shows a reasonably balanced split across all quartiles. The overall gender split across the business is 50% Male / 50% Female.

Bonus Pay Information

Our reportable bonus pay information can be found in the tables below:

Gender	Proportion receiving bonus
Male	0%
Female	0%

	2021	2020	Difference
Mean Bonus	0%	41.2%	-41.2%
Median Bonus	0%	-24.6%	-24.6%

No bonuses were paid in the business in the reporting period due to low trading levels brought about by the pandemic. As such, our mean and median bonus measurements are both 0%.

Bonuses within Jurys Inn and Leonardo Hotels are paid on a discretionary basis and based on performance. Men and women have an equal opportunity to earn bonuses based on their role and performance. We continue to review our reward structures across the business to ensure they remain fair and consistent for everyone.

