Gender Pay Gap 2024 – UK (The Grand)

Overview and Context

The Grand in Brighton joined the Leonardo Hotels UK & Ireland portfolio in 2023. Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with nearly 300 hotels in 132 destinations. Leonardo Hotels UK & Ireland manages 57 hotels across 36 locations.

As The Grand remains a separate legal entity to the rest of Leonardo Hotels, we are required to report separately.

At the point of the reporting period of 5th April 2024, The Grand, Brighton had 261 employees that were classed as 'full pay relevant employees' for the purposes of gender pay reporting.

Our management team is spread across both the UK and Ireland. In the case of the Grand, there are a number of key roles that sit within the property, and these positions can make an outsize effect on any results depending on the gender spread of the managers.

Hourly Pay Information

For context, in 2024 the Office for National Statistics (ONS) provisionally reported that the UK Gender Pay gap sat at 13.1%, down from 14.2% in 2023.

Our 2024 results are presented below:

Measurement	2023 Results
Mean GPG	6.7%
Median GPG	-6.8%

In 2023, the mean gap was 2.6% and the median -2.24%. As such, the 2024 results represent a small shift towards higher wage disparity, but remain well the ONS figures. The Grand Bright underwent a sizable restructure between the 2023 and 2024 reporting periods, with the headcount decreasing from 331 to 261 employees, and this has had a knock-on effect in the pay gap results.

We have also produced the gender quartiles, below:

	Males % 2023	Females % 2023
Q1 (Highest Paid)	37.5%	62.5%
Q2	42.2%	57.8%
Q3	42.2%	57.8%
Q4 (Lowest Paid)	42.2%	57.8%

The total gender split across the business is 42.1% Male / 57.9% Female. Our quartiles broadly represent this split throughout. The weighting is close to an equal split in each quartile, suggesting that there are opportunities for both male and female employees to progress within the business.

Bonus Pay Information

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

Gender	Proportion Receiving Bonus
Male	6.4%
Female	8.6 %

Measurement	2023 Results
Mean Bonus	49.0%
Median Bonus	76.0%

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on performance. In roles with bonus plans, men and women have an equal opportunity to earn bonuses based on their performance. We continue to review our reward structures across the business to ensure they remain fair and consistent for everyone.

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 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. Our DEI Charter supports and promotes equality at every step of an employees' career from selection, recruitment and their ongoing development.