

2022 Gender Pay Gap Statement



Brighton Grand Hotel
Operations Ltd.



The Grand Brighton is an iconic Victorian property that is steeped in British history and stands centre stage on Brighton's famous seafront. From the stunning sweeping spiral staircase and traditional period design to the beautiful sea view rooms, and the glamour of Cyan all-day social dining destination, the Grand experience is treating you to the best. We make hospitality truly meaningful.

At every level, we seek out exceptional individuals and people with talent, charisma, and vision – the attributes that make The Grand experience special.

We pride ourselves on being an independent and progressive business that puts individuals and people at the heart of its values.

We are proud to have a diverse and inclusive workforce and a reputation that attracts applicants regardless of their background, nationality, ethnicity, gender, age, disability, religion, or sexual orientation. We promote a culture of inclusivity, fairness, and openness. We are committed to promoting equality of opportunity for all staff and job applicants, creating a working environment in which all individuals are able to make best use of their skills, free from discrimination and in which all decisions are based on merit.

We are keen to develop and inspire passionate and ambitious individuals who are committed to a career in our industry and aim to attract, develop, and retain the best talent available. We believe we support this culture through equality of pay and are confident that women and men are paid equally for doing equivalent jobs across our business.

In our sixth year of reporting the gender pay gap, we are proud that we have again a very **impressive minimal pay gap only slightly favouring men in our workforce**, as well very encouraging results in both team member and management levels of our business. Despite a 38% increase in headcount following a full bounce back of events business, the mean pay gap has reduced year on year again, and, therefore, for the **third consecutive year we report a gap of less than 1%, with a sixth year reporting a negative median pay gap**.

Due to a change in financial years and payment terms, this year's statistics do not include any management bonus scheme pay-outs but include instead departmental level commission and incentive structures and an enhanced recruitment referral bonus scheme.

The statistics shown below set out to provide further evidence on the points above and our continued dedication to gender pay equality at The Grand Brighton.

Key Facts at the snapshot date, 5 April 2022			
Total Employees	303		
Male Employees	42.90%		
Female Employees	57.10%		
		Total Management Team	32
		Male	37.5%
		Female	62.5%

All Employees

Across the 16 departments in the hotel, we have defined pay structures, which we continually review against the local market for the various roles within each of the areas. In all departments, we are confident that women and men are paid equally for equivalent jobs. We strive to ensure all policies and processes are fair and consistent, particularly around recruitment, pay reviews, performance reviews and bonus payment practices. This is reflected in the data below.

Mean gender pay gap -
is the difference
between mean average
hourly earnings of males
and females

Gender Pay Gap - TOTAL

Mean Gap	0.21%
Median Gap	-2.60%

Median gender pay gap
is the difference
between median hourly
earnings of males and
females

Quartiles		
	Men	Women
Lower Quartile	44.7%	55.3%
Lower Middle Quartile	48.0%	52.0%
Upper Middle Quartile	42.1%	57.9%
Upper Quartile	36.8%	63.2%

In 2022, we see another reduction in both gaps, following a slight increase last year from our first negative mean gap reported in 2020. The figures show that mean average hourly earnings for female employees are only marginally lower (0.21%) than that of males. When looking at the median average, the **difference favours women for a sixth consecutive year by 2.60%.**

Overall, in each quartile of pay rates, women are particularly well represented. As we move to the upper quartiles of full-time equivalent employees, the volume of women takes a strong lead over male employees. In the last four years, the balance has swayed significantly in favour of women – this year's figures again improving on previous year's, demonstrate another fantastic performance as we see our **highest ever number of women represented in the upper quartile reaching 63.2%.**

The upper middle quartile is dominated by team leaders, supervisors and junior managers and we are encouraged that the training and development opportunities available on property for this level of employees, have allowed women to progress within our business, and move on to the upper quartile as roles become available.

Bonus Payments

Employees Receiving Bonus Pay

Proportion of Males	22.0%
Proportion of Females	27.0%

Bonus Gender Pay Rate Gap

Mean Gap	9.85%
Median Gap	-55.77%

Bonus Gender Pay Gap

Mean Gap	9.99%
Median Gap	-4.00%

The bonus figures this year do not include any management bonus pay outs due to a change in financial years and therefore, the payment pay-out terms of any related bonuses. The figures reported are made up entirely of incentives, commission, and recruitment referrals at a department level and a few one of recognition bonuses paid after the final re-opening of the hotel mid snapshot year. The figures relating to bonus payments show a slight backwards trend from the previous year in terms of the mean pay rate gap, when the end of year bonus paid to the team from our owners really levelled out the % of the team both male and female receiving bonus in that snapshot year. However, we are encouraged by the **median gap in both pay rate and real terms favouring women for the first time.**

To be able to understand how the above sets of figures fare with levels of responsibility within our business, we undertook further analysis of the data.

The Management Team

Gender Pay Gap - Management Team

Mean	23.36%
Median	20.28%

Quartiles - Management Team

	Men	Women
Lower Quartile	37.5%	62.5%
Lower Middle Quartile	37.5%	62.5%
Upper Middle Quartile	37.5%	62.5%
Upper Quartile	37.5%	62.5%

The gender pay gap picture at a management level would suggest that the gap is wider than the overall picture, with a 23.36% mean gap favouring men. Within this level of our business,

all roles are single employee roles. It is encouraging to see the **growth of women in all quartiles, with the upper middle and upper quartiles strengthening again in comparison with last year, with both now over 60% for the first time.**

Team Members

Gender Pay Gap STATS - Team Members & Supervisors	
Mean	-1.01%
Median	0%

Quartiles - Team Member		
	Men	Women
Lower Quartile	45.59%	54.41%
Lower Middle Quartile	46.27%	53.73%
Upper Middle Quartile	53.19%	46.81%
Upper Quartile	36.76%	63.24%

The data for team members shows another positive result, with **another year with a negative mean favouring women by 1.01%**. Women are well positioned across each quartile with the strongest position being in the upper 2 quartiles, a similar position to previous years, however this year we see **substantial growth in the upper quartile with another 6% growth to an impressive 63.24%**

This strong dominance of women clearly contributes to our overall position and supports our aims of being an equal opportunity employer.


Our Commitment

We pride ourselves on being a progressive business. This includes continually reviewing our policies and practices to ensure they promote the progression and development of all employees and that our culture remains inclusive and supportive of female employees.

We will continue to:

- Promote flexible working policies across our business.
- Enhance our maternity, paternity, and shared parental leave benefits.
- Develop our Supervisory Development, Management Academy and Leadership Programmes to ensure females are championed and mentored along with their male counterparts.
- Review each vacancy and opportunity as it arises and ensure that the best person for the role is appointed.

This statement confirms that the published information is accurate at the time of publishing and is signed by:



Andrew Mosley, Managing Director 1st March 2023