

GENDER PAY GAP REPORT

2023



GRAND HOTEL

BIRMINGHAM



Executive Summary.

At The Grand Hotel Birmingham, our ethos centres around being an employer of choice, underscored by our steadfast commitment to the principles of equal opportunities and equal treatment across our diverse workforce. We prioritise creating a workplace that champions diversity and inclusivity, ensuring that individuals, irrespective of gender, race, religion, age, or any other differentiating factors, have the opportunity to realize their potential and fulfil their career aspirations.

Pay Gap Analysis.

The gender pay gap analysis is conducted on a snapshot date of April 5, 2023. It's crucial to delineate between the gender pay gap and equal pay: the former quantifies the average hourly pay disparity between women and men, whereas the latter assesses compensation for the same or similar work. Our commitment to equal pay is unwavering, as evidenced by regular remuneration reviews ensuring that pay rates are dictated by job position alone, rather than gender. Despite these efforts, a gender pay gap can exist, but we are confident that it is not a result of unequal pay for equivalent work.

Pay Quartiles

De Vere legal entities with 250 employees or more	Hourly gender pay difference		Proportion of "full-pay relevant employees" in each quartile pay band (Male / Female)				Gender Bonus difference		Proportion of employees receiving bonus (Male / Female)
	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Mean	Median	
The Grand Hotel Birmingham Limited	8.1%	5.8%	42.9% / 57.1%	40% / 60%	56% / 44%	40% / 60%	35.7%	-217.2%	38% / 41.7%



Understanding the Pay Gap.

The workforce distribution at The Grand Hotel Birmingham showcases a higher percentage of female employees (56.9%) compared to male employees (43.1%). This demographic is reflective of our efforts to accommodate flexible working conditions, such as varied shift patterns and term-time working, which resonate well with our predominantly female staff, especially in departments like housekeeping and reception. Despite these departments being entry-level, they are compensated above the National Living Wage. Notably, our median hourly pay gap of 5.8% is lower than the national average of 7.7%, as reported by the Office of National Statistics for 2023. Moreover, 60% of our employees in the upper quartile are female, underscoring significant female representation at senior levels.

Pay Gap and Bonus Figures.

The analysis of bonus pay over a 12-month period demonstrates a fairly balanced distribution between male and female employees receiving bonuses, with a slight female majority. However, the median bonus figure is significantly higher in female staff as a result of a higher proportion of females holding more senior positions and subsequently are also paid in the upper quartile. This has resulted in a -217% difference in median bonuses paid between male and females.

Initiatives and Future Directions.

The Grand Hotel Birmingham is dedicated to a long-term strategy aimed at narrowing the gender pay gap. Initiatives include the Talent Acquisition Training to our management team, a Leadership Development Programme equally delivered across our workforce; providing development and succession opportunities for all. We have a vision for future implementation of a comprehensive Graduate Management Scheme with a fair screening process based on criteria that is in no way based on gender. Additionally, our focus extends to talent performance, promoting apprenticeships, offering flexible e-learning through Inspire Online, and providing employee wellbeing support via our partnership with Hospitality Action. Our engagement with educational institutions further amplifies our commitment to diversifying the hospitality sector. The Grand Hotel also recognises and champions all National / International Celebration days for all genders.

I can confirm that the information in this statement is accurate.



Alan Corlett

Co-Chief Executive Officer