

PPHE Hotel Group
UK gender pay gap 2018

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HOTEL GROUP





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GENDER PAY GAP REPORTING ENHANCES TRANSPARENCY AND ACCOUNTABILITY

UK gender pay gap

Introduction

PPHE Hotel Group is an international hospitality real estate company operating across five countries. We consider our people as the heart of our business – whether delivering consistent operational excellence across our portfolio or managing our hospitality assets. Together we create valuable memories for our customers, which are brought to life through the values, ethos and identity of our unique and highly engaged team members. This report reflects our UK gender pay gap for 2018.

UK gender pay gap

We wholeheartedly support the gender pay gap reporting requirements. Gender pay gap reporting enhances transparency and accountability, and both public and internal reporting are crucial to driving greater equality across all businesses.

The gender pay gap is not the same as the equal pay. The gender pay gap measures the difference in average hourly pay between men and women employed in the UK, while equal pay concerns paying men and women the same amount for doing the same or similar work. The gender pay gap is calculated annually based on data taken on 5 April, with the bonus gap calculations encompassing all bonuses, including incentive payments, paid over the preceding 12-month period up to that date.

We calculate and publish our annual gender pay gap in accordance with the criteria provided by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS. In this report, we provide analysis for our combined UK entities as we believe reporting on the whole of our UK employment observes the spirit of the law. Statutory disclosure information by entity is included at the end of the report.

2018 UK gender pay gap

The information below explains the difference in the mean pay gap of 12.7% and median pay gap of 2% between men and women in our UK region.

Gender pay gap



Gender balance

Total headcount (2,171)



Female/male ratio



We operate corporate offices in both the UK and the Netherlands, and properties in a number of countries. Our gender pay gap figures are for our UK region only. We note that our female executive leadership team members, many of whom hold corporate roles spanning all four regions, are based outside of the UK.

Therefore, our gender pay gap information, while compliant with the UK law, does not reflect the whole of the Company, as it is not in the context of our joint corporate office structure and does not include properties outside of the UK.

In 2018, we were delighted to bring our Housekeeping function at all UK hotels¹ into the permanent PPHE Hotel Group operational team structure. Housekeeping is a critical area of our business, with significant numbers of team members at each hotel taking up such positions. It is a lower paid function of the business as prior skills training and requisite educational requirements are not as demanding as for other positions.

Our Housekeeping in-sourcing involved the transfer of 541 Housekeeping positions, 87% of which are filled by women. This meant an additional 472 women were included in the 2018 gender pay gap at a lower salary (this is represented by the proportion of female employees in the third pay quartile).

Our 2018 gender pay gap reflects the industry challenge of attracting applicants of both genders for roles where traditional gender associations exist. We are working with peers and through UKHospitality to raise awareness and promote all roles to be attractive to any gender. We have seen successes in women applying for engineering and chef roles and men going into housekeeping, meeting and event, sales and front office receptionists positions through our apprenticeship programme. This gap will close over time with continued cross-industry initiatives.

¹ Excluding a franchised property.



Accommodation Services launch 2018

In 2018, we in-sourced all housekeeping services at our UK hotels.

Bringing Housekeeping into permanent employment allows us to attract talented people, create a secure working environment and foster an atmosphere where our team members can grow their career with us and seek further opportunities within the organisation. We very much anticipate a good number of our Housekeeping Team working their way up through the organisation in alignment with our internal promotion policies and our desire to grow our team from within.

Our 'snapshot' reflects the addition of this significant number of lower paid Housekeeping positions, the majority of which are held by female team members. Of the 541 new Housekeeping Team members transferring over to the Company, 472 (87%) are women.

THE PROPORTION OF WOMEN RECEIVING A BONUS IS SIGNIFICANTLY HIGHER THAN MEN

Bonus pay gap

The figures below represent the percentages of men and women team members who received a bonus payment and the percentage difference in bonus amounts between men and women for the gender pay reporting year ending in April 2018.

Our bonus scheme initiatives include: housekeeping incentives, achieving and exceeding sales targets, 'Recommend A Friend' and our discretionary management scheme. We see the proportion of women receiving a bonus as significantly higher than men (29.8% of women and 17.3% of men), with many women holding operational roles which allow for additional variable pay (bonus). The mean bonus gap is also explained by more women holding roles which typically attract incentives, such as meetings & events sales, room attendants and front office receptionists.

Bonus gap

58.1%

Mean bonus gap

56.7%

Median bonus gap

Proportion receiving bonus

29.8%

Women (364)

17.3%

Men (164)

How we continue tackling our pay gap

We have a broad range of careers available at an operational and support services level. We are not 'simply' hoteliers, we are chefs, art curators, accountants, fitness instructors, builders, animators, guest service team members, housekeepers, barristas and branding specialists, just to name a few of our occupations. Through our award-winning Learning & Development programmes and apprenticeship scheme, we continue to raise awareness of all careers available, including roles such as engineering and cheffing which have traditionally been predominantly filled by men.

We are working as part of a cross-industry effort, in coordination with UKHospitality, to promote positions including housekeepers, chefs and engineers as being attractive to as being attractive to new talent of any gender.

In 2018 we offered 40 apprenticeships through our relationships with local schools, colleges and charities to encourage young people into careers in hospitality.

OF THE 541 NEW HOUSEKEEPING MEMBERS, 472 ARE WOMEN

Statutory disclosures

The figures below show the gender balance within the two employing entities where reporting is required.

PPHE Support Services Ltd

Mean Pay Gap	7%
Median Pay Gap	0%
Mean Bonus Gap	-3,699%
Median Bonus Gap	-2,776%

Proportion received a bonus payment

Female	13.6%
Male	0%

	Women	Men
1st Quartile women:men composition %	90.7%	9.3%
2nd Quartile women:men composition %	86.9%	13.1%
3rd Quartile women:men composition %	86.9%	13.1%
4th Quartile women:men composition %	86.9%	13.1%

Westminster Bridge Hotel Operator Ltd

Mean Pay Gap	5.3%
Median Pay Gap	0.5%
Mean Bonus Gap	63%
Median Bonus Gap	1%

Proportion received a bonus payment

Female	56.2%
Male	22.4%

	Women	Men
1st Quartile women:men composition %	47%	53%
2nd Quartile women:men composition %	51.5%	48.5%
3rd Quartile women:men composition %	41.2%	58.8%
4th Quartile women:men composition %	50.7%	49.3%



All information is confirmed as factually correct.

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