



FOUR SEASONS
HOTEL
HAMPSHIRE



Gender Pay Gap Report 2019

Four Seasons Hotel Hampshire

Introduction

In April 2017, the UK government introduced a new Gender Pay Gap reporting requirement for employers with 250 or more relevant employees. Employers are required to publish gender pay gap information by April 2020, based on data from April 2019. Although Four Seasons Hotel Hampshire identifies all genders, including biological sex, sex-based social structures and gender identity, for this report, gender is characterized by female and male, in line with the Equality Act 2010.

The Gender Pay Gap is different to Equal Pay

The Gender Pay Gap measures the difference in hourly pay between men and women, however Equal Pay measures what women and men are paid for doing the same work or similar work of equal value.

As a result, where there are fewer women in senior positions, this will result in a gender pay gap even where those women are being paid more than their male equivalents.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.



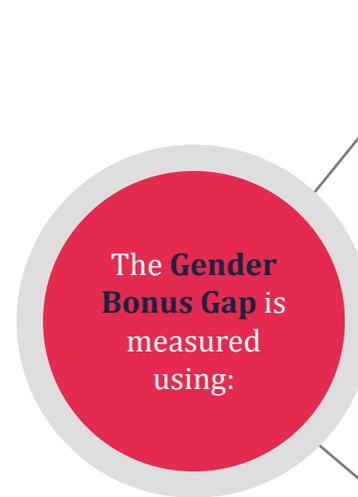
How is the Gender Pay Gap calculated?

The difference between the **mean** hourly pay rates of men and women



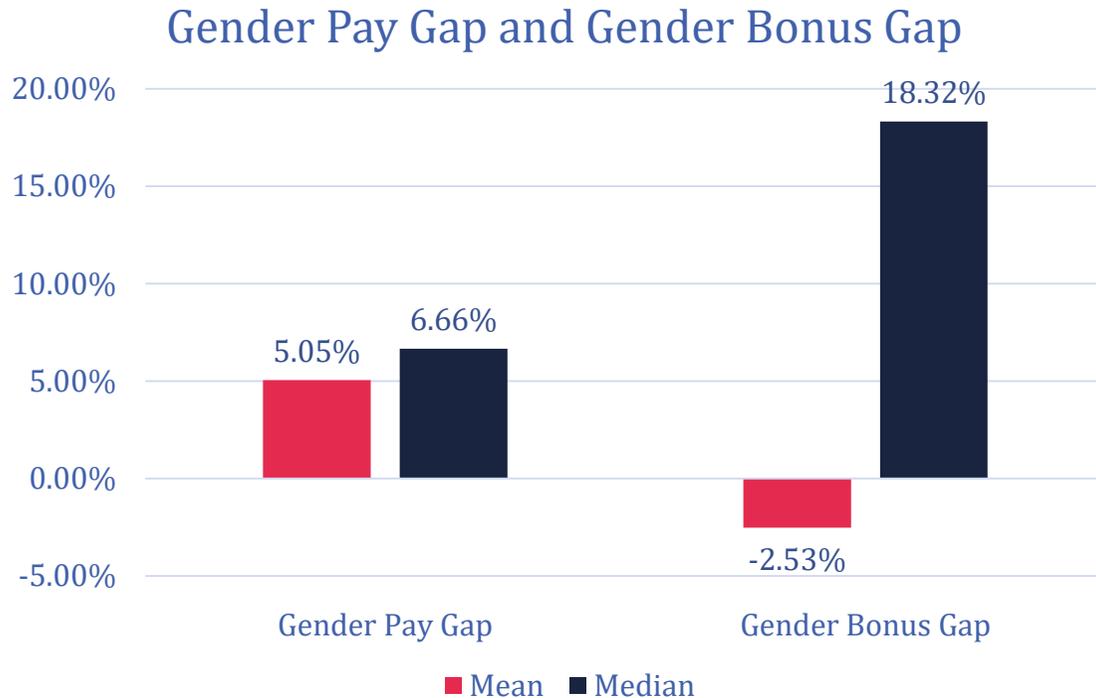
The difference between the **median** hourly pay rates of men and women. The median is the middle value when all the values are ranged from highest to lowest

The difference between the **mean** bonus paid to men and women



The difference between the **median** bonus paid to men and women

Gender Pay Gap and Gender Bonus Gap



*The proportion of **male** employees receiving a bonus is **63.91%***

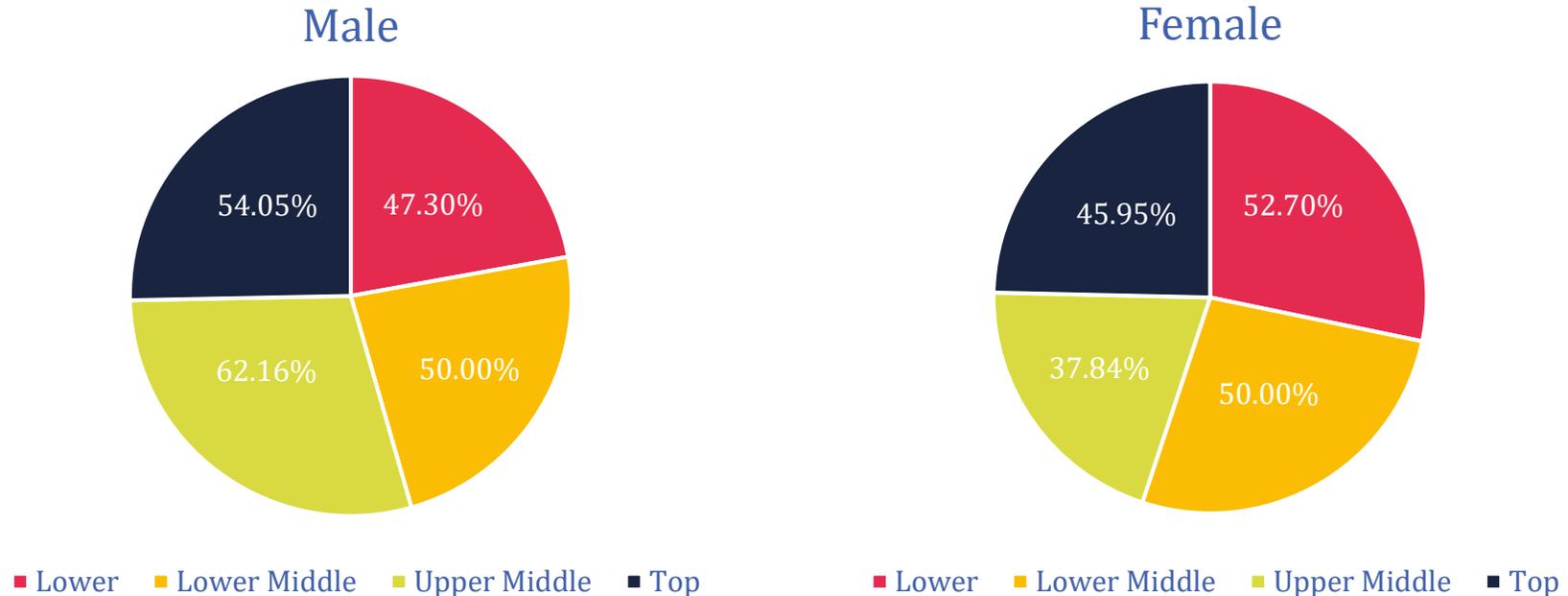
*The proportion of **female** employees receiving a bonus is **61.94%***

A marginally higher proportion of male, over female, employees are awarded bonuses. The remaining gap continues to be driven mostly by men receiving bonuses in higher-paid roles.

The Gender Pay Gap is a reflection of the distribution of males and females at every level of the organisation and we continue to work hard to ensure females are well represented at all levels.

Our Gender Bonus Gap is impacted by the proportion of women in roles that are eligible to bonus payments, such as commission, incentives and other payments related to individual, group, or company performance. This Gender Bonus Gap is measured solely on those employees who were both eligible for a bonus payment and who received one. It therefore excludes those who may have been eligible but did not qualify for a payment. It also excludes individuals who may have a basic higher wage because they do not receive a bonus.

Gender Pay Quartiles



The charts above show the distribution of gender representation across the different pay quartiles in our workforce based on hourly pay rate.

The top quartile of our business comprises more men than women. In order for there to be little or no gender pay gap, there would need to be the same ratio of men to women in each quartile band. An organisation with a high ratio of men to women in the upper quartile band is likely to have a gender pay gap.

Observations from the gender pay gap information

- Although the gender pay gap calculations required under the current Gender Pay Gap Regulations attempt to adjust for the number of hours worked by calculating the gap based on an hourly rate, it remains a fact that part-time jobs are more likely to be lower paid than full-time jobs.
- Our Gender Pay Gap and Gender Bonus Gap will be impacted by the fact that more males than females hold senior and high-paid roles in our business. In particular, men are more dominant in technical positions such as engineering, which attract higher rates of pay than other roles at similar levels of seniority. Our less technical roles, in departments such as Public Relations, Events and People and Culture typically have higher female representation. Likewise Housekeeping and Spa, leans towards more female workers, due to guest preference. Additionally, part-time and flexible roles are traditionally held by women.
- We continue to focus on providing training and opportunities to support women in the early and middle stages of their career. We hope that this will lead to greater numbers of women progressing to the very top of our business in the long term.



Closing the Gap

- We are committed to hiring and developing women in our businesses' management and executive positions. Many of the senior roles at Four Seasons Hotel Hampshire are held by women and we remain committed to the continued development of female talent across the business at all levels in order to ensure that we narrow gender pay gaps and bonus pay gaps in future years.
- Our focus is to continue to grow a diverse and inclusive culture at Four Seasons Hotel Hampshire in order to help us understand where we can make more changes to attract, grow and retain more diverse talent, in particular, recruiting a higher proportion of women into senior roles.



Closing the Gap



This data is available on the government website: <https://www.gov.uk/report-gender-pay-gap-data>.

These published metrics have been validated by the Regional Director of People and Culture, Four Seasons Hotel Hampshire.