

Home Grown Hotels Ltd

Gender Pay Narrative

March 2018

Home Grown

HOTELS

Introduction

Following the release of the Government Regulations regarding the Gender Pay Gap Reporting, Home Grown Hotels Ltd are reporting the Gender Pay Narrative to support the Gender pay Gap Reporting for the group as of the 5th April 2017 snapshot date.

Scene Setting

As a brand we have a mindset for the delivery of an exceptional guest experience whilst developing and nurturing the exceptional range of talent we have across Home Grown Hotels Ltd.

Our business comprises of 5 key areas: THE PIG, THE PIG in the wall, THE PIG at Combe, THE PIG on the beach and THE PIG near Bath.

We care about our people and realise that they are our greatest asset. With this in mind we focus on development and training across the group be that technical or behavioural. We pride ourselves upon being an employer that embraces all within the business regardless of gender, age, disability, religion, ethnicity or sexual orientation. Our aim is to attract, coach and develop the best team members and inspire them to deliver the best guest experience.

Home Grown Hotels understand and recognise that the gender pay reporting is a mandatory implementation in order to encourage greater equality of opportunity in the work place.

The statistics of our gender pay gap report give opportunity where we can do more to support gender equality and build an action plan which continues our current program and activities of technical and behavioural development. The business continues to ensure that our People Policies encourage and support flexible working within our organisation whilst the People team actively encourage and support the brands diversity message.

Understanding the Gender Pay Gap

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole; it can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, as this would include direct comparison of a couple of, or groups of, people carrying out the same or similar work.

Mean gender pay gap:

Difference between average hourly earnings of males and females

Median gender pay gap:

Difference between median hourly earnings

Gender bonus gap:

Difference between average bonus earnings

Mean gender bonus gap:

Difference between median bonus earnings

Median gender bonus gap:

Proportion of males and female employees receiving bonus within the 12-month period

Pay quartiles:

An insight into career paths

Using calculation set out in the gender pay gap reporting regulations, we have taken data from our entire group of 424 employees. This data includes data from many different roles and rates of pay.

Gender Pay Gap - Our results 2017

As of the 5th April 2017, our mean gender pay gap stood at 6.5% with our median gender pay at 2.5%, both of which currently favours males over females despite 0.51 of our workforce being female and males at 0.49.

Mean Pay Difference:

Female £8.99
Male £9.62
Pay Gap 0.63 pence

Median Pay Difference:

Female £7.81
Male £8.01
Pay Gap 0.20 pence

These are both below the national mean 17.4% and median 18.4% as reported by the Office of National Statistics, 2017. As a group we also looked at our ratio of male to female in our kitchens. Male at 75.3% and females at 24.7%. This is significantly more than the average against the industry with males sitting at 77% and females at 17% as reported by Big Hospitality, 2017.

Home Grown Hotels Ltd recognise that the predominant reason behind the gender pay gap is driven by a higher representation of female employees in more junior roles in our business and also a lower percentage of females in senior roles in the business. We are confident in our People Policies and procedures that gender has no bearing on this statistical information.

Bonus

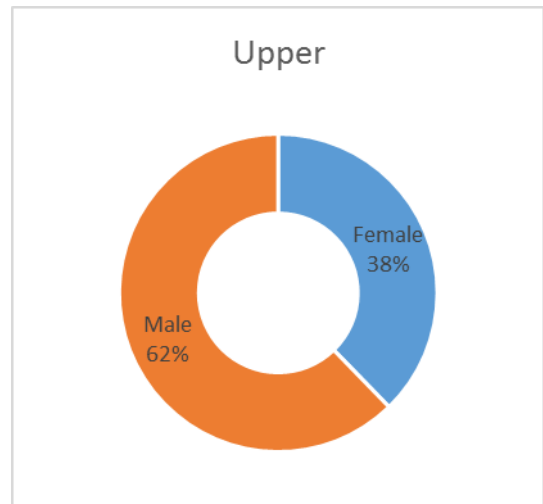
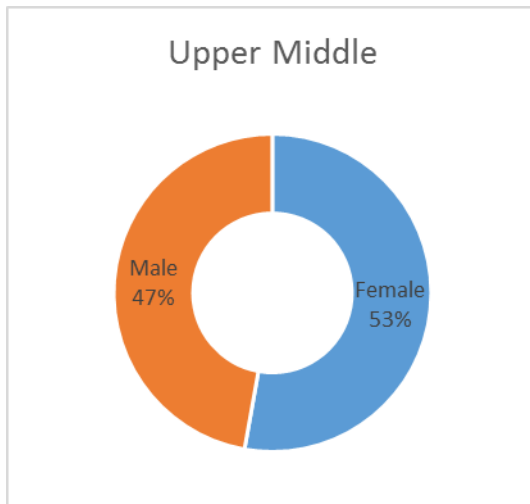
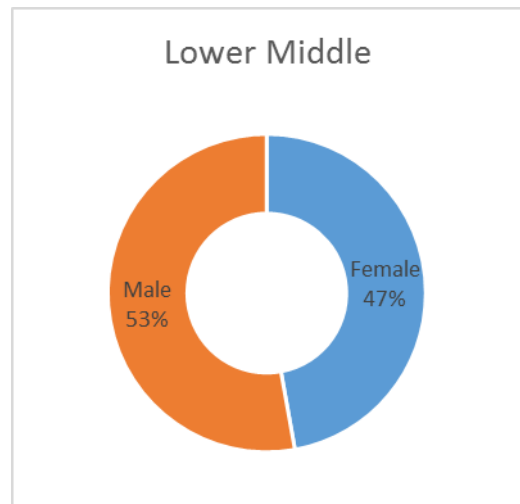
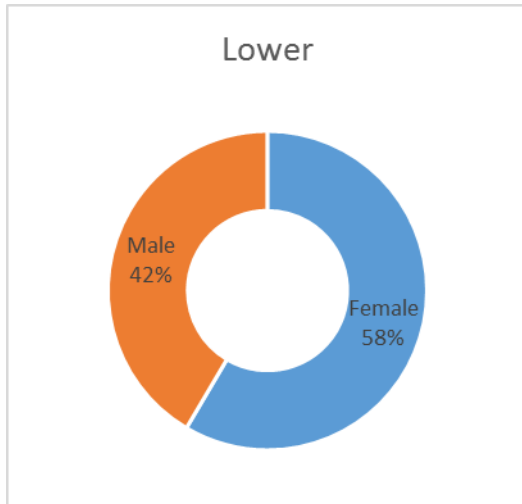
Our mean bonus gap currently stands at 1.3% favouring males, with our median bonus gap favouring males at 67.2%.

Mean Female	Mean Male	Median Female	Median Male
£2,402.38	£2,434.33	300.00	915.00
Pay Gap	1.3%		67.2%

Across the group between 2016-2017, 8 females at 3.8% and 16 males at 7.4% received a bonus. The driver of the bonus gap are our Head Chefs and Sommeliers as they are male.

Quartiles

Our employee gender distribution by quartile, as defined by the regulations, illustrate that female employees are under represented in quartiles Lower Middle and Upper with the greatest difference being in the Upper quartile where we show a 62/38 split in favour of male employees. This is driven by a predominance of males within our Kitchen teams. This is something we as a group have been addressing and started an Apprentice Chef Academy that has been nationally recognised in order to entice more females into kitchens, and into the top role, which we are going to further develop into a Front of House Academy.



As a group we remain focused and committed to hiring the best talent for roles across our organisation. We strive to actively create a mindset where everyone is motivated to progress through innovative People Policies and practices with management support and encouragement. We accept that this is an ever-evolving task and throughout we recognise the need to actively encourage senior management to reflect the business approach towards diversity.

Closing remarks

With this being our first year of reporting the gender pay gap, we know that we need to further explore the numbers identified. The gender pay gap calculation covers more than 400 team members. The overall figures are unlikely to change significantly in the short term. However, with our people plans in place, confidence is there that the gap will close whilst maintaining the core mindset of matching the best candidate for the role as opportunity presents, taking into account all aspects of equality and diversity.

As Chief Financial Officer for Home Grown Hotels Ltd, I, Mike Rice, can confirm that the information contained herein is accurate.

A handwritten signature in dark ink, appearing to read 'Mike Rice', with a stylized flourish at the end.

Mike Rice
Director
Home Grown Hotels Ltd