

Gender Pay Gap Report

The Manor House Hotel (Okehampton) Ltd is an equal opportunities employer that always promotes from within. All of our senior staff, from Supervisors to Senior Managers, without exception, started with the company at a junior level. Promotions are based on one criteria only, ability. They are never based on any other factor, including gender, race, nationality or sexual orientation.

In line with the Equal Pay Act (1970) we are pleased to be able to say that all employees who work in the same role are paid the same hourly rates.

The Gender Pay Gap statistics alone, as reported on the Gov.co.uk website, do not show the unusual employment structure of the hotels, as we employ a full Building & Technical Maintenance Department, as well as a full Golf Course Construction & Maintenance Department.

- In total these two departments amount to some 56 staff (17.6% of the entire workforce)
- Due to the skilled nature of the majority of these positions, they tend to be at the higher end of the company's pay scale.
- Whilst we endeavour to recruit people of both genders to these roles, and have done on numerous occasions in the past, the overwhelming majority of applicants for such positions are male.
- Some specific statistics associated with these departments are as follows:
 - On the snapshot date one out of 56 employees within these departments was female. (1.8%)
 - The Mean hourly rate for staff in these departments was 16.4% higher than the total Mean hourly rate for all employees within the company.
- We have decided to publish our Gender Pay Gap Statistics in full and excluding these two departments, which you will find below:

	In Full	Excluding Build/G.Course
Mean gender pay gap	8.86%	3.80%
Median gender pay gap	7.11%	-1.25%

Gender Pay Quartile Figures

Quartile	Male	Female	Male	Female
Quartile 1	74.6%	25.4%	54.5%	45.5%
Quartile 2	51.2%	48.8%	36.4%	63.6%
Quartile 3	42.5%	57.5%	47.0%	53.0%
Quartile 4	54.4%	45.6%	49.3%	50.7%
Total	55.7%	44.3%	46.8%	53.2%

Mean Gender Pay Gap in Bonus Pay

Mean gender bonus pay gap	32.46%	24.32%
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Median Gender Pay Gap in Bonus Pay

Media gender bonus pay gap	33.36%	27.81%
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Proportion of Males and Females Receiving a Bonus payment

Total male employees	181	127
Male employees who were paid a bonus	126	80
Percentage of Males who were paid a bonus	69.6%	63.0%
Total female employees	146	146
Female employees who were paid a bonus	106	106
Percentage of Females who were paid a bonus	72.6%	72.6%

In Conclusion

The introduction of the Gender Pay Gap Reporting has reinforced our commitment to providing all employees at The Manor House Hotel (Okehampton) Ltd with equal opportunities.