

Home Grown Hotels Ltd

Gender Pay Narrative

Snapshot April 5th 2021

Home Grown

HOTELS

Introduction

Since submitting our gender pay data for 2020, Home Grown Hotels Ltd have continued to focus on fairness, inclusion and opportunity being at the heart of the organisation. We have had a rise in employee numbers with a slight decrease in the ratio of females to males however, this remains closely balanced. This year we have seen a decrease in the gender pay gap from our 2020 report although the balance remains in favour of males.

At the point that our snapshot data was taken our business was closed due to the 3rd national lockdown. During the periods of closure, we continued to focus on engagement and moral for furloughed employees. The Company provided support to employees who fell outside of the eligibility for furlough, offering the equivalent in pay and terms provided by the furlough scheme.

The Company has also introduced a minimum pay rate of £10 per hour for all employees, we are committed to paying above the national minimum wage.

Scene Setting

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

At the point the snapshot was taken our business comprised of 7 key operational areas: THE PIG, THE PIG in the wall, THE PIG at Combe, THE PIG on the beach, THE PIG near Bath, THE PIG at Bridge Place, THE PIG at Harlyn Bay. At this time, we were preparing to recruit for the newest property which opened in September 2021, THE PIG in the South Downs. Our business continues to grow with additional properties planned in the near future.

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 characteristics. Our aim is to attract, coach and develop the best team members and inspire them to deliver the best guest experience. We have invested significantly in apprenticeships and are proud to have won awards for these schemes.

Home Grown Hotels understands and recognises that the gender pay reporting is a mandatory implementation in order to encourage greater equality of opportunity in the workplace.

The statistics of our gender pay gap report give opportunity to review where we can do more to support gender equality and build an action plan which continues our current program. The Company remains committed to ensure that our People Policies encourage and support flexible working within our organisation, whilst the People Team and management actively encourage and support the brands diversity message.

Gender pay gap reporting – An overview

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, a pay quartile is made up of 25% of the work force, ranked by pay quartiles are then broken down by gender.

Using the calculation set out in the gender pay gap reporting regulations, we have taken data from our entire group of 632 employees on the snapshot date of the 5th April 2021. This data includes data from many different roles and rates of pay.

Gender Pay Gap – Our results 2021

As of the 5th April 2021, our mean gender pay gap stood at 7.1% with our median gender pay at 3.1%, both of which currently favours males over females despite 52.7% of our workforce being female. This is a decrease from last year with the 2020 mean being 9.3% and the median being 4.2%. Overall the 2021 gap shows a mean decrease of 2.2% and a median decrease of 1.1% from 2020.

Mean Pay Difference:

Female £10.20

Male £10.93

Pay Gap 0.73 pence

Median Pay Difference:

Female £8.91

Male £9.19

Pay Gap 0.28 pence

These figures remain well below the national average of 15.4% as reported by the Office of National Statistics, 2021 (Source: Annual Survey of Hours and Earnings, Office for National Statistics).

As a group we continue to look at our ratio of male to female in our kitchens as this has the largest effect on our numbers. Despite efforts to attract more females in this sector, males remain dominant. There has been an increase in ratio since 2020 in favour of males at 78.1% and females at 21.9%. Recruitment in the hospitality sector has remained challenging, especially so for the kitchen departments. Due to the numerous lockdowns and closures within our industry, confidence in working in the sector has been significantly impacted.

We remain committed to attracting new people to our industry with a focus on training, development and providing professional qualifications.

BONUS

Due to the impact on our business through the various closures, only a minimal number of bonuses were paid. We have seen the lowest gap reported to date, standing at 21% mean and no gap in median. The gap remains in favour of males, this is largely due to the highest bonus paid to our Operations Director who is male.

Mean Female	Mean Male	Median Female	Median Male
3,000.00	3,625.00	2,500.00	2,500.00
Mean Gap	21%	Median Gap	0%

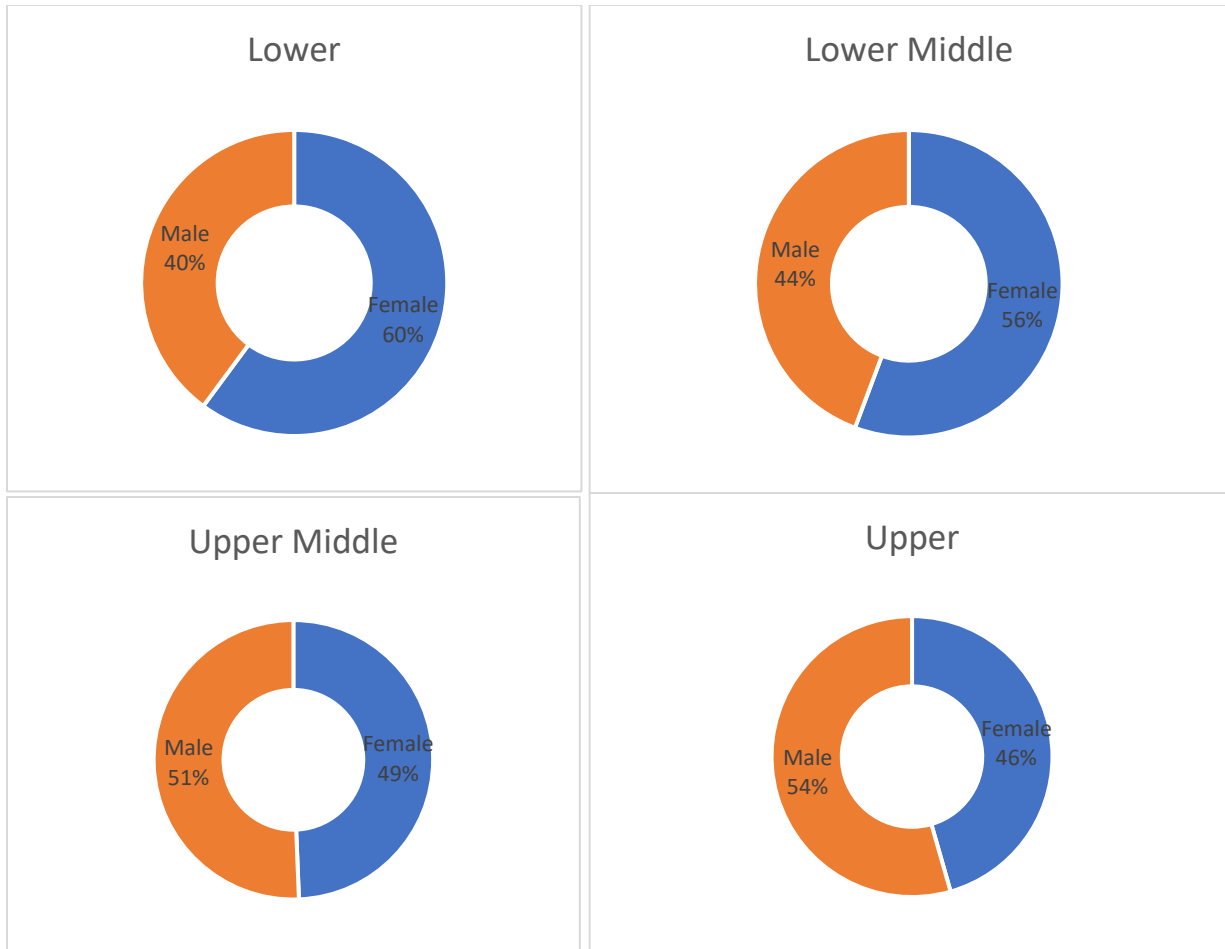
Across the group between 2020-2021, 5 females (1.5%) and 8 males (2.7%) received a bonus.

Percentage of people who get bonuses

	Bonuses	Total	%
Female	5	333	1.5%
Male	8	299	2.7%
	<u>13</u>	<u>632</u>	

Quartiles

Our employee gender distribution by quartile, as defined by the regulations, has remained at consistent levels in comparison to 2020 with minimal percentage changes. Our figures illustrate that female employees have the highest representation in the lower and lower middle quartiles this is reflective of national statistics where the bulk of part time roles can be found. Our upper middle quartile has changed for the first time in favour of males by 1%. The upper quartile remains consistent from 2020, this is balanced in favour of male employees at a 54% to 46% split.



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. 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

This is our fifth year of reporting the gender pay gap, with the challenges we have faced with numerous enforced closures, restrictions to our operations and national lockdowns we are pleased to have retained an overall positive result. We do remain committed to further explore the numbers identified and continue our promotion of fair pay. The gender pay gap calculation covers 632 team members and we feel this is an accurate reflection of the business. We are confident that the gap will continue to close whilst maintaining the core mindset of fairly matching the best candidate for the role as opportunity presents, taking into account all aspects of equality and diversity.

Declaration

As Finance Director for Home Grown Hotels Ltd, I, Vikki Jerram, can confirm that the information contained herein is accurate.

A handwritten signature in black ink, appearing to read 'Vikki Jerram', with a long horizontal stroke extending from the top of the 'i'.

Vikki Jerram
Finance Director
Home Grown Hotels Ltd