

HOTEL CAFÉ ROYAL

LONDON



GENDER PAY GAP REPORT 2023

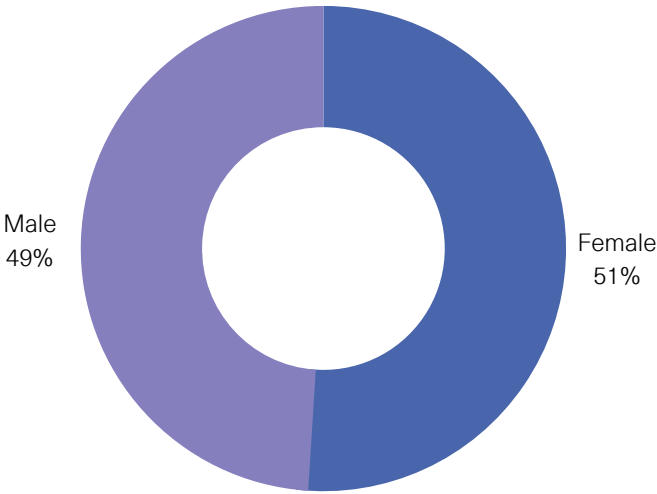


For more information:
www.hotelcaferoyal.com

Analysis of Results

Summary

- This report is based on 303 full pay relevant employees at snapshot date (5th April 2022).
- The mean hourly full pay gap is in favour of 21.9% male; and the median hourly full pay gap is 11.30% also in favour of males.
- The mean bonus pay gap is 70.33%; in favour of the male workforce and the median bonus pay gap is -26.08% in favour of the female workforce.
- 7.79% of all relevant males and 16.11% of all relevant females received a bonus payment in the twelve months preceding the snapshot date.



Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	18.62	14.70
Female	16.37	13.81
Male	20.79	15.56
Pay Gap	21.29%	11.30%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	50%	59%	42%	45%
Male	50%	41%	58%	55%

Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£2,454.12	£1,027.90	24	16.11%
Male	£8,272.78	£815.25	12	7.79%
Pay Gap	70.33%	-26.08%		