

GENDER PAY GAP REPORT

20
24



MIDLANDS
PARK
HOTEL



Foreword

At Midlands Park Hotel, we are committed to fostering a workplace where everyone is treated with fairness, respect, and dignity. Our values—care, doing the right thing, energy and drive, and always getting better—are the guiding principles that shape our approach to every aspect of our business, including our ongoing efforts to close the gender pay gap.

In this 2024 Gender Pay Gap Report, we provide a transparent account of our current standing and the strides we are making towards gender pay equity. While we acknowledge the progress achieved, we recognize that there is still work to be done. This report is not just a statutory requirement; it is an essential reflection of our commitment to gender equality and an opportunity to hold ourselves accountable.

Care: Our commitment to care extends beyond our guests to our team members. We strive to create a supportive and inclusive environment where everyone feels valued. We understand that closing the gender pay gap is critical to ensuring that every employee has the opportunity to thrive.

Doing the Right Thing: We are dedicated to making decisions that reflect integrity and fairness. Addressing the gender pay gap is not only the right thing to do but also an essential step towards building a just and equitable workplace. We are committed to implementing policies and practices that promote gender equality at all levels of our organization.

Energy and Drive: Our energy and drive propel us forward in our mission to achieve gender parity. We are actively working on initiatives that encourage the professional growth of all employees, particularly women, through mentorship, leadership training, and career development opportunities.

Always Getting Better: Continuous improvement is at the heart of our operations. We are committed to regularly reviewing and refining our practices to ensure that we are making tangible progress towards closing the gender pay gap. This includes ongoing monitoring, setting measurable targets, and fostering a culture of accountability and transparency.

This report outlines the specific steps we are taking as part of our action plan to address the gender pay gap. These measures include promoting flexible working arrangements, enhancing our recruitment and promotion processes, and providing targeted support to underrepresented groups within our workforce.

As we move forward, we remain steadfast in our commitment to creating a workplace where everyone can succeed, regardless of gender. Together, we can build a more equitable future for Midlands Park Hotel and set a positive example for the hospitality industry.

Thank you for your continued support and trust.

Sincerely,

Dara Cruise

Group General Manager

2023 DATA AT A GLANCE

Gender Pay Gap Terms Explained

“Mean” refers to the average.

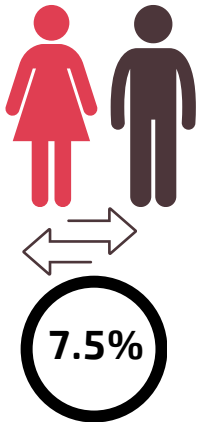
“Median” is the value in the middle of the data.

“Benefit in Kind” refers to any non cash benefit of monetary value.

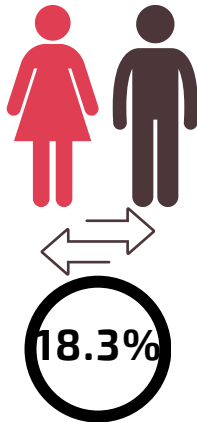
“Bonus” is a sum of money added to a person’s wages as a reward for good performance.

The difference between an organisation’s mean and median pay gap can provide valuable insight. The presence of very low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median.

The organisational headcount equates to a total of 215 employees (53% female & 47% male) and covers the mandatory reporting period of June 2023 to June 2024. For the purpose of this report we note the gap between female to male.



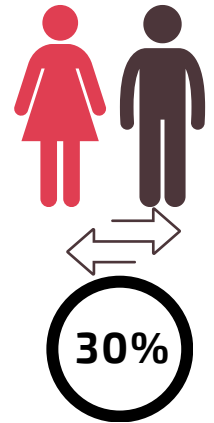
Mean Gender Pay Gap



Median Gender Pay Gap



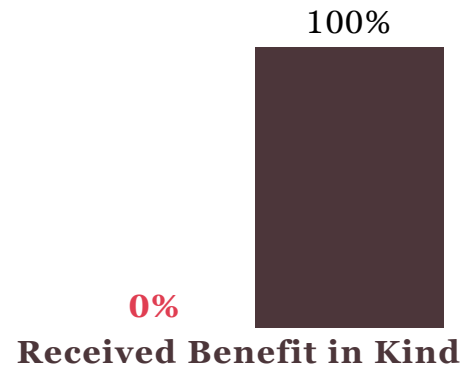
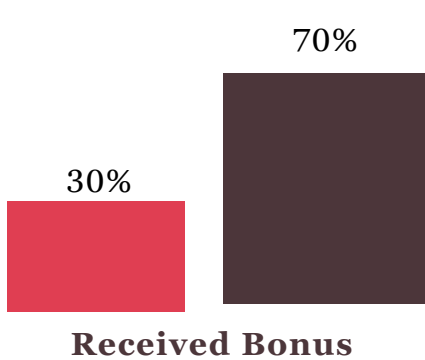
Mean Bonus Gap



Median Bonus Gap

Bonus Payments

Female
Male



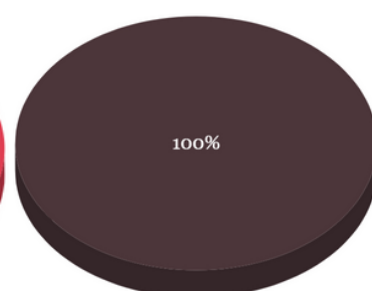
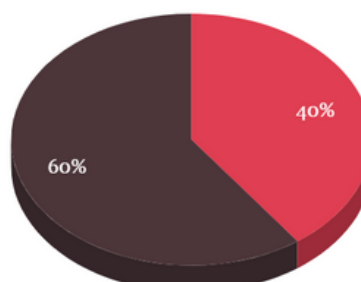
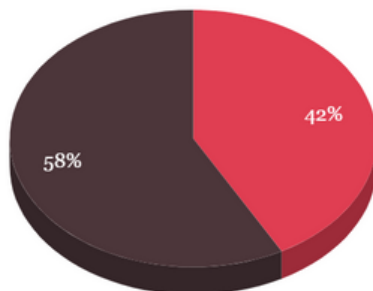
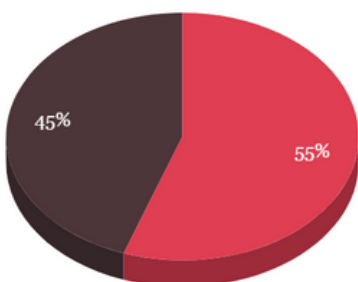
Pay Quartiles

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile





Action Plan for Addressing Gender Pay Gap at Midlands Park Hotel

Goals:

- 1. Achieve gender balance in all quartiles, particularly the upper middle and upper quartiles.**
- 2. Ensure equitable distribution of benefits in kind across genders.**
- 3. Foster an inclusive culture that supports gender diversity at all levels.**

Action Plan

1. Data Analysis and Transparency

Objective: Understand the underlying reasons for the gender pay gap and ensure transparency.

Actions:

- **Conduct a Comprehensive Pay Audit:** Analyse salary data, promotions, and benefits to identify specific disparities.
- **Regular Reporting:** Publish gender pay gap reports annually to monitor progress and maintain accountability.
- **Employee Surveys:** Conduct regular surveys to gather insights on employee perceptions regarding pay equity and career advancement opportunities.

2. Recruitment and Promotion Strategies.

Objective: Increase the representation of women in higher quartiles and ensure fair hiring and promotion practices.

Actions:

- **Inclusive Job Descriptions:** Ensure job descriptions and advertisements are gender-neutral and highlight commitment to diversity.
- **Targeted Recruitment:** Implement targeted recruitment initiatives to attract female candidates for senior roles, such as partnerships with women's professional organizations and networks.
- **Diverse Hiring Panels:** Ensure hiring panels are diverse to mitigate unconscious bias in the recruitment process.
- **Promotion Pathways:** Develop clear and transparent criteria for promotions and ensure women are equally considered for advancement opportunities.

3. Leadership Development Programs

Objective: Prepare women for leadership roles through training and development opportunities.

Actions:

- **Mentorship Programs:** Establish mentorship programs pairing high-potential female employees with senior leaders to guide their career development.
- **Leadership Training:** Offer leadership development programs specifically designed to support women in gaining the skills and confidence needed for senior roles.
- **Sponsorship Initiatives:** Encourage senior leaders to actively sponsor and advocate for high-potential female employees.

4. Work-Life Balance and Flexibility

Objective: Create a supportive environment that enables both men and women to balance work and personal responsibilities.

Actions:

- **Flexible Working Policies:** Expand flexible working arrangements, such as remote work and flexible hours, to support employees with caregiving responsibilities.
- **Parental Leave:** Enhance parental leave policies to support both parents and encourage a more equitable sharing of caregiving duties.
- **Childcare Support:** Provide access to childcare services or subsidies to help working parents manage their responsibilities.

5. Cultural Change and Awareness

Objective: Foster an inclusive and equitable culture within the organization.

Actions:

- **Diversity and Inclusion Training:** Implement mandatory training on unconscious bias, diversity, and inclusion for all employees, with a focus on managers and leaders.
- **Employee Resource Groups (ERGs):** Support the establishment of ERGs focused on women's advancement and gender equality in the workplace.
- **Inclusive Policies:** Review and update workplace policies to ensure they promote gender equality and support a diverse workforce.

6. Equal Benefits Distribution

Objective: Ensure that benefits in kind are distributed equitably among all employees, regardless of gender.

Actions:

- **Benefit Review:** Conduct a review of current benefits distribution to identify disparities and rectify them.
- **Inclusive Benefit Policies:** Develop and implement policies that ensure equal access to benefits for all employees.
- **Monitoring and Adjustment:** Regularly monitor the distribution of benefits and make necessary adjustments to maintain equity.