



RALPH TRUSTEES

GENDER PAY NARRATIVE 2018/19

Mandatory Gender Pay Gap reporting applies to all private and voluntary sector employers in England, Wales and Scotland who have at least 250 employees as of 5 April 2017. Those organisations are required to publicly report their gender pay gap metrics on the government sponsored website with the aim of eliminating the gender pay gap.

Ralph Trustees Ltd is a family-owned group of luxury hotels and apartments located in and around central London. Each of our establishments has its own individualism and its own sense of style and all are operated by people with a genuine passion for relaxed luxury service.

Over the past few years we have placed emphasis on driving equality of pay within our business, and we can report that as of 5 April 2018, our mean gender pay gap stands at 8.0%, favouring males. This is well below the average gender pay gap reported by the Office for National Statistics which stands at 17.9% for 2018 and is 13% lower than the figure we reported last year. There is a gap of 0.4% favouring males in terms of median pay.

Our mean gender pay gap in bonus stands at 47.1% (compared with 38.1% last year) and median gender pay gap in bonus stands at 43.9% (compared with 48.8% last year) both favouring males. Having undertaken a review of this both last year and this year, we remain satisfied that there is no underlying issue here and the number is distorted by the fact that there are a small number of exceptional or one-off payments which contrive to result in a significant distortion of the percentage figure. On a more positive note 59% of the people who earned a bonus were female, compared to 54% last year.

We continue our commitment to driving equal pay across our business, not only through our reward strategy, but also through our approach to recruiting, training, developing, coaching, promoting and supporting our teams.

The full metrics including the analysis within each quartile are shown below:

	GENDER	NUMBER OF EMPLOYEES	% PER QUARTILE
Upper Quartile	Female	138	46.2%
	Male	161	53.8%
Upper Middle Quartile	Female	177	59.2%
	Male	122	40.8%
Lower Middle Quartile	Female	40	13.4%
	Male	259	86.6%
Lower Quartile	Female	285	95.3%
	Male	14	4.7%



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GENDER PAY NARRATIVE 2017/18

Mandatory Gender Pay Gap reporting applies to all private and voluntary sector employers in England, Wales and Scotland who have at least 250 employees as of 5 April 2017. Those organisations are required to publicly report their gender pay gap metrics on the government sponsored website with the aim of eliminating the gender pay gap.

Ralph Trustees Ltd is a family-owned group of luxury hotels and apartments located in and around central London. Each of our establishments has its own individualism and its own sense of style and all are operated by people with a genuine passion for relaxed luxury service.

Over the past few years we have placed emphasis on driving equality of pay within our business, and we can report that as of 5 April 2017, our mean gender pay gap stands at 9.2%, favouring males. This is well below the average gender pay gap reported by the Office for National Statistics which stands at 18.4% for 2017. Furthermore there is 0% gap between males and females in terms of median pay.

Where we will be focusing extra attention now is on our mean gender bonus gap which stands at 33.2%, favouring males and our median gender bonus gap of 48.8% favouring males. Having undertaken a review of this, we are satisfied that there is no underlying issue here and the number is distorted by the fact that there are a relatively small number of people who receive bonuses and therefore in any one year any exceptional or one-off payments can result in a significant distortion of the percentage figure.

We continue our commitment to driving equal pay across our business, not only through our reward strategy, but also through our approach to recruiting, training, developing, coaching, promoting and supporting our teams.