

Ralph Trustees Ltd

Gender Pay Narrative 2020/21

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 2020, our mean gender pay gap stands at 7.2%, favouring males. This is well below the average gender pay gap reported by the Office for National Statistics which stands at 15.5% for 2020 and is 0.8 percentage points lower than the figure we reported 2018/9. There is a gap of 1.2% favouring females in terms of median pay.

Our mean gender pay gap in bonus stands at 47.4% (compared with 47.1% 2018/9) and median gender pay gap in bonus stands at 50.7% (compared with 43.9% 2018/9) both favouring males. Although the mean gender pay gap shows a slight increase, as we reported 2018/9. In 2020, more female employees than male received a bonus (8% of male employees compared with 11% of females).

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. We have hired a number of women in more senior roles and that is reflected in the increased number of females within the upper quartile of pay, and the % in lower quartile has closed. The full metrics including the analysis within each quartile are shown below:

	Gender	Number of Employees	% Per Quartile
Upper Quartile	Female	148	53.0%
	Male	131	47.0%
Upper Middle Quartile	Female	166	59.5%
	Male	113	40.5%
Lower Middle Quartile	Female	136	48.7%
	Male	143	51.3%
Lower Quartile	Female	159	57.0%
	Male	120	43.0%