

# Village Hotel Club Gender Pay Gap Report 2017

Village Hotel Club strives to create a transparent and inclusive culture which recognises diversity not just with regards to gender but that everyone regardless of their race, religion or background has an equal opportunity to thrive.

## Gender Pay and Bonus Gap

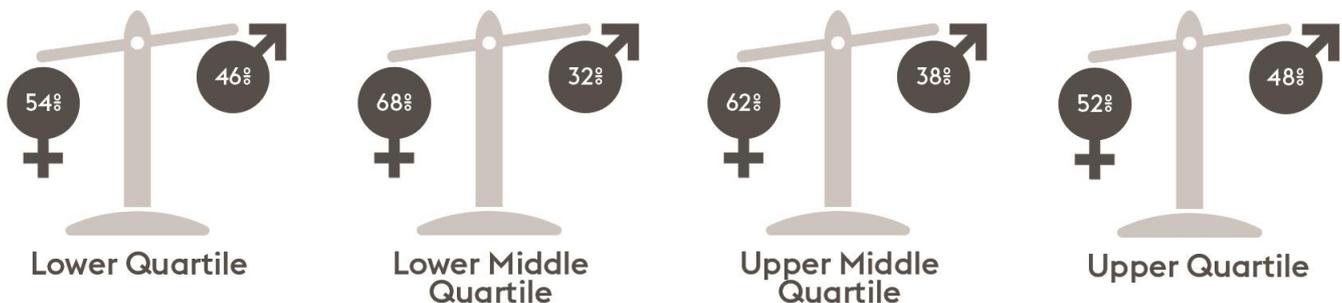
Difference between men & women	Mean	Median
<b>Gender Pay Gap</b>	2%	0%
<b>Gender Bonus Gap</b>	30%	50%



## Pay Quartiles

Proportion of males and females in each pay quartile. Each quartile contains 980 employees.

### Proportion of males and females in each pay quartile



Overall females account for 60% of our workforce and males 40%.

Our median pay gap is 0% and our mean pay gap is 2%. Both figures are significantly below the national average Gender Pay Gap for all industries in the UK (18.4%). We are confident that the gender pay gap is not a pay issue because we have a gender neutral approach to pay. The proportion of females versus males receiving a bonus is equitable. The shape of our workforce drives our Bonus Gap.

## How we will take action to close the gap

- We will continue to attract and hire the best person for all of our positions regardless of gender but always based on experience, skills and qualities.
- We will strive to maintain our neutral position on gender and pay.
- By reviewing our Reward and Bonus schemes which are offered to ensure that there are comparable earning potentials and earning opportunities across all departments within the business, where there is a business benefit in doing so.
- Ensuring that every policy, procedure and management guideline encourage inclusive ways of working and reinforces Village Hotel Club's strategy on equality.

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting legislation. We confirm that these figures have been verified and are accurate.



Paul Roberts  
CEO, Village Hotel Club



Janet Hulme  
Head of HR, Village Hotel Club