

Sea Containers Hotel Limited

Gender Pay Gap Reporting – April 2023

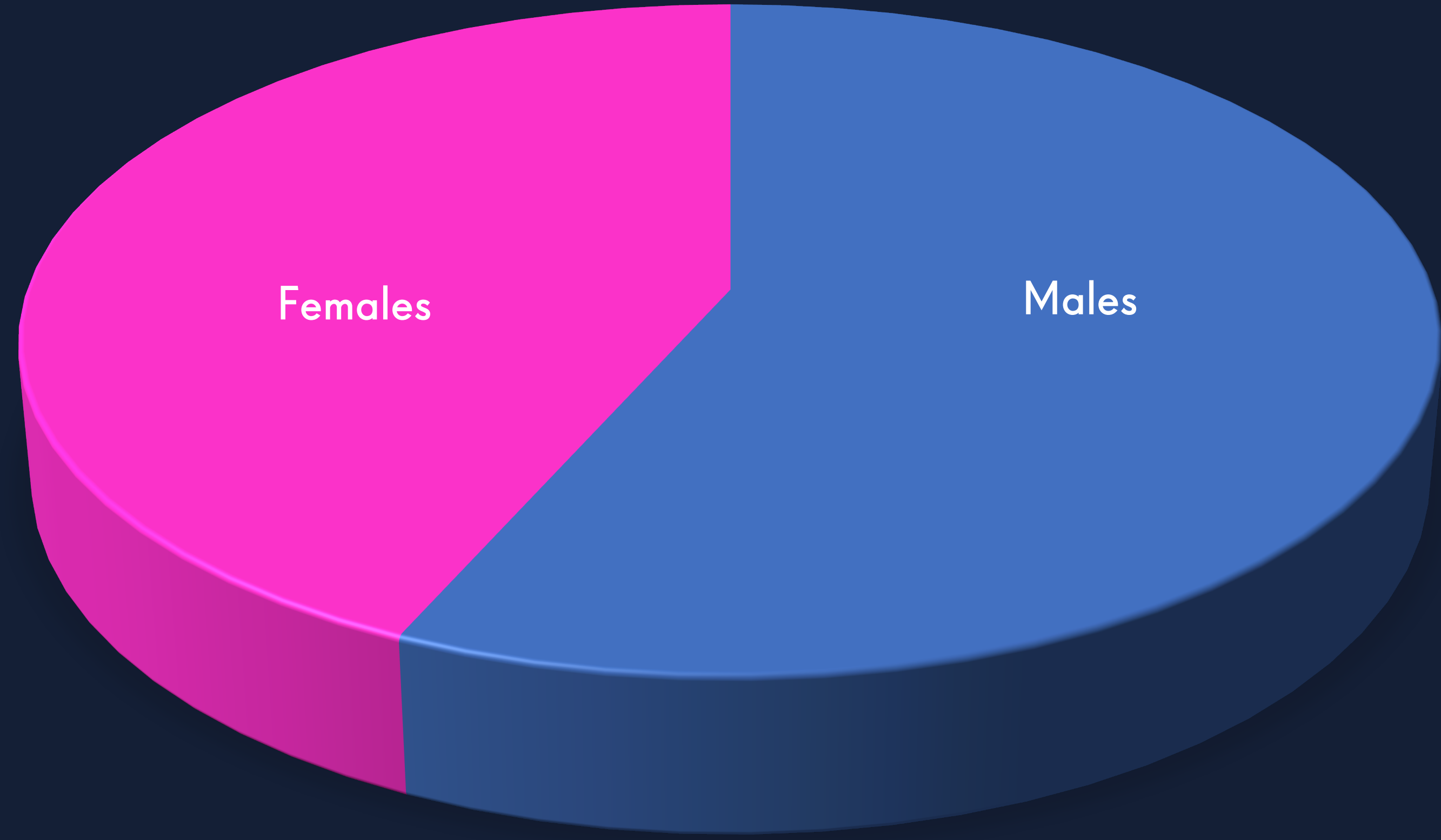


This report includes all the figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.



Headline Figures

Employees Gender Split
157 : Males
120 : Females



Workforce

This graph shows the difference in the actual numbers of employees within the separate pay quartiles. Looking at the representation can give insights into where important imbalance lies. It is also important as comparing this with the pay gap data shows how many people are affected by the largest gaps.

- In the lower quartile, there are 30 (42.86%) number of Female to 40 (57.14%) number of Male.
- In the lower middle quartile, there are 30 (43.48%) number of Female to 39 (56.52%) number of Male.
- In the upper middle quartile, there are 25 (36.23%) number of Female to 44 (63.77%) number of Male.
- In the upper quartile, there are 35 (50.72%) number of Female to 34 (49.28%) number of Male.
- 1 in 3 Female's are high earners (upper quartile).
- 1 in 4 Female's are low earners (lower quartile).



Hourly Remuneration

Women's **mean hourly rate** is 5.42% more

Mean pay per hour for men: 18.07

Mean pay per hour for women: 19.05

Difference in pay: -0.98



Women's **median hourly rate** is 0.13% less

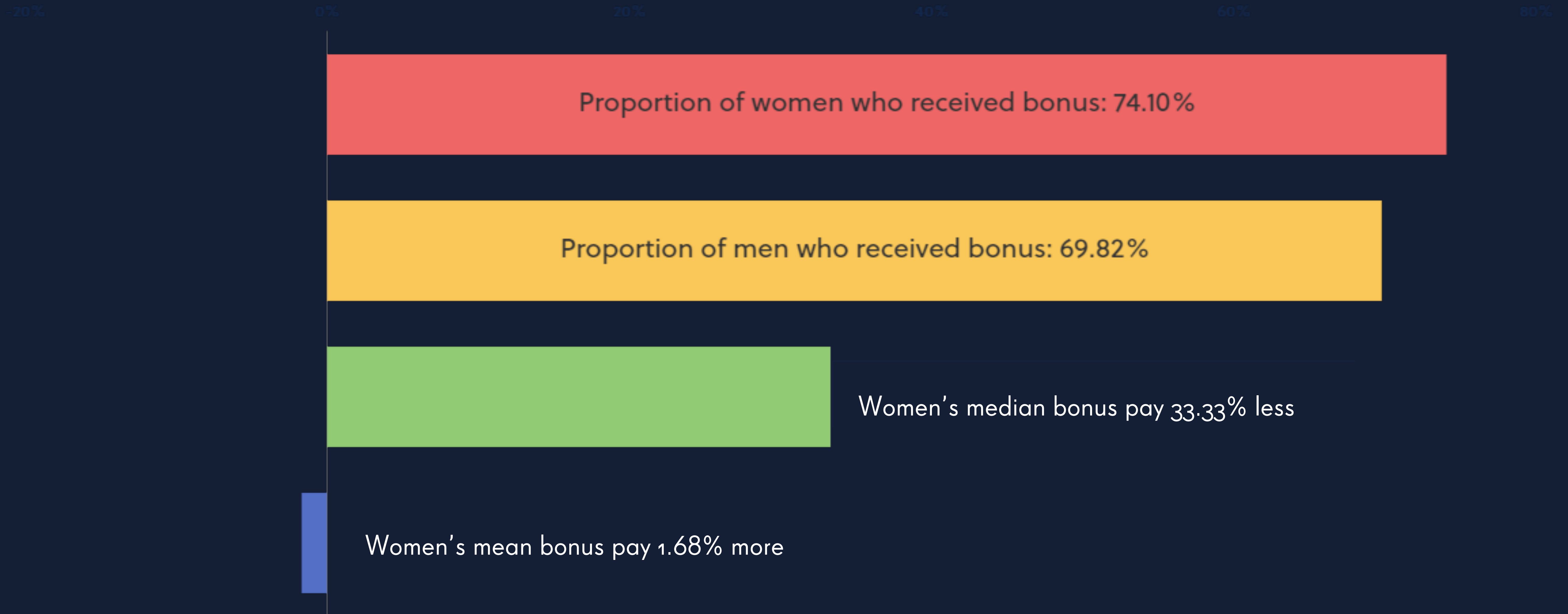
Median pay per hour for men: 16.03

Median pay per hour for women: 16.01

Difference in pay: 0.02



Bonus Metrics



Glossary of terms

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in the organisation, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of the entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

