



Gender Pay Report 2017

Introduction

Following the Government Regulations regarding Mandatory Gender Pay Gap Reporting, the following narrative has been compiled using bench marks and information supplied by XperthHR, this narrative supports the Gender Pay reporting requirements using the April 2017 date window for the Landmark London Hotel. [Landmark Hotel London Limited].

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2018, based on data from April 2017.

About us

We are an independent limited company

We operate our business with a strong Purpose and Values ensuring we 'enrich the journeys of our people and our guests'.

We operate to ensure all our people feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation. We focus on attracting, retaining and developing people with the best talent we can.

Gender Pay Gap - Details

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Snapshot date: 5 April 2017 (private sector)

1. The mean gender pay gap for The Landmark London is 2.3%
2. The median gender pay gap for The Landmark London -3.0%
3. The mean gender bonus gap for The Landmark London is 41.2%
4. The median gender bonus gap for The Landmark London is -30.0%
5. The percentage of:
 - male employees in The Landmark London receiving a bonus is 22.6%
 - female employees in The Landmark London receiving a bonus is 35.4%
6. The Landmark London pay quartiles percentages (number of employees in each band):

Gender Pay Report 2017

Band	Males	Females	Description
A	58%	42%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	51%	49%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	49%	51%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	51%	49%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above are the data of The Landmark London and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Benchmarks: introduction

Benchmarks have been used to compare The Landmark London data against benchmarks derived from participants in the XpertHR Gender Pay Gap Reporting Service:

- Whole sample All organisations
- Sector Organisations in the same broad sector
- Industry Organisations in the same industry
- Turnover Organisations with a similar annual turnover
- Employees Organisations with a similar number of employees

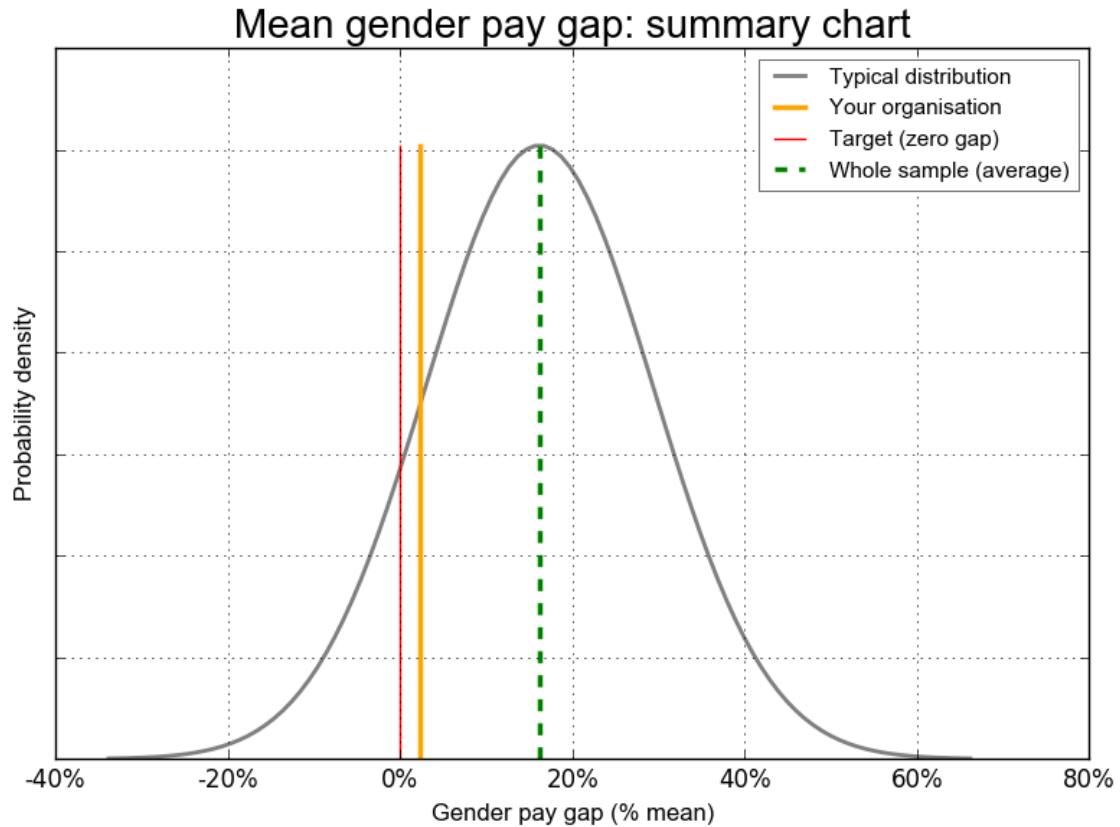
Additionally, results have been benchmarked against data from the Office for National Statistics Annual Survey of Hours and Earnings 2016:

- All organisations (UK average)
- Organisations in same industry

Gender Pay Report 2017

Headline results - Mean Gender Pay Gap

The mean gender pay gap for The Landmark London is 2.3%.



Mean Gender pay gap

The mean gender pay gap for The Landmark London is 2.3%.

This figure is based on:

A mean male hourly rate of £11.45

A mean female hourly rate of £11.19

At 2.3%, the mean gender pay gap for The Landmark London is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry. It is significantly below the figure for organisations with a similar financial turnover and significantly below organisations that have a similar number of employees.

Gender Pay Report 2017

Median Gender Pay Gap

The median gender pay gap for The Landmark London is -3.0%.

This figure is based on:

- A median male hourly rate of £8.99
- A median female hourly rate of £9.26

At -3.0%, the median gender pay gap for The Landmark London is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry. It is significantly below the figure for organisations with a similar financial turnover and significantly below organisations that have a similar number of employees.

Mean Gender Bonus Gap

The mean gender bonus gap for The Landmark London is 41.2%.

This figure is based on:

- A mean annual male bonus of £2,921.05
- A mean annual female bonus of £1,717.63

At 41.2%, the mean gender annual bonus gap for The Landmark London is significantly above the whole sample figure. It is significantly above the figure for organisations in the same sector and above the figure for organisations in the same industry. It is significantly above the figure for organisations with a similar financial turnover and significantly above organisations that have a similar number of employees.

Median Gender Bonus Gap

The median gender bonus gap for The Landmark London is -30.0%.

This figure is based on:

- A median annual male bonus of £300.00
- A median annual female bonus of £390.00

Gender Pay Report 2017

At -30.0%, the median gender annual bonus gap for The Landmark London is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry. It is significantly below the figure for organisations with a similar financial turnover and significantly below organisations that have a similar number of employees.

Proportion of men and women receiving a bonus

The proportion of male employees in The Landmark London receiving a bonus is 22.6%

The proportion of female employees in The Landmark London receiving a bonus is 35.4%

At 22.6%, the proportion of men receiving a bonus in The Landmark London is significantly below the whole sample figure. At 35.4%, the proportion of women receiving a bonus is below the whole sample figure.

Gender Pay Quartiles

The Landmark London pay quartiles, percentage in each band

Band	Males	Females	Description
A	58%	42%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	51%	49%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	49%	51%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	51%	49%	Includes all employees whose standard rate places them above the upper quartile



Gender Pay Report 2017

Metrics

Only certain individuals in the organisation are **relevant employees** for the purposes of this report.

The Landmark London does not have employees or Individuals based outside of Great Britain, or those not classed as *employees* have been excluded from the analysis.

This means that only individuals whose status was given as either full-pay employee or reduced-pay employee were used to calculate the results contained in this report.

Hourly pay

Has been calculated as the *sum* of base pay, allowances, piecework pay, paid leave, premium pay and bonus attributable to the relevant period *divided* by the number of weeks in the relevant period and then further divided by the number of contracted hours in a working week. Only full-pay employees are considered when metrics based on hourly rates of pay.

Bonus

Bonus amount has been calculated as the *sum* of incentive pay, long-term incentive pay within the 12 month preceding the relevant date. Individuals with zero or missing values for bonus are not included when calculating mean bonus.

Pay Band Quartiles

Full-pay employees are allocated into pay band quartiles by way of whole company rankings based on their hourly rate of pay. Where there are ranking ties the mean quartile band has been assigned to all tied individuals.

Comparison metrics / Benchmarks

Gender pay gap benchmarks, with one exception, are based on the whole sample, sector, industry, turnover and number of employee have been calculated as the mean of all matching organisations' results (Provided by XpertHR).

The single exception is for median bonus gap benchmarks where the mean average is overly distorted by outliers and is substituted with the median. Benchmarks are calculated from the latest available data at the time of report production.

Gender Pay Report 2017

Closing comments

Overall we are pleased with the outcome of this analysis, we believe, that by running the business with a clear purpose and strong values, business decisions re made that are right for the business and the individual, regardless of their gender.

We will continue to monitor the Gender pay gap, to ensure that our business remains balanced and continues to make decisions relating to the individuals capability to perform a role.

We will regularly review our position internally and take any action identified.

Our Purpose and values

