



Gender Pay Reporting 2022

The Balmoral Hotel is the only component of the Rocco Forte Hotel Group in the UK which is required to prepare and publish Gender Pay Reporting ('GPR'). The Group is required to submit and release GPR results in the public domain by 4 April 2023.

The GPR results have been prepared consistently with the prior years by the team at The Balmoral Hotel. Details of the results for 2022 have been summarised below with some high level commentary of the factors influencing the year-on-year variances. At the snap shot date for reporting, the hotel had 312 employees (2021: 246) and the male/female mix was 156/156 (2021: 118/128).

	MEAN	MEDIAN
PAY GAP	4.19%	0%
BONUS GAP	4.24%	0%

The above table shows The Balmoral Hotel's gender pay gap and gender bonus gap at the snapshot date of 5th April 2022.

This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2022. The positive figures indicates a higher percentage paid to females rather than males with 1% of men receiving bonus pay and 3% for females. This is reflected in the main makeup of our Sales team who were receiving bonus pay and is predominantly female led.



Gender Pay Report 2022 Summary

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

Rocco Forte Hotels Gender Pay Gap Information

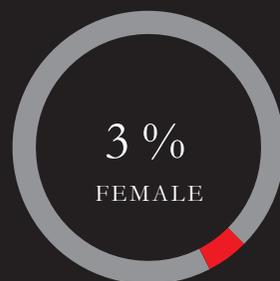
MEAN GENDER PAY GAP 4.19%

MEDIAN GENDER PAY GAP 0%

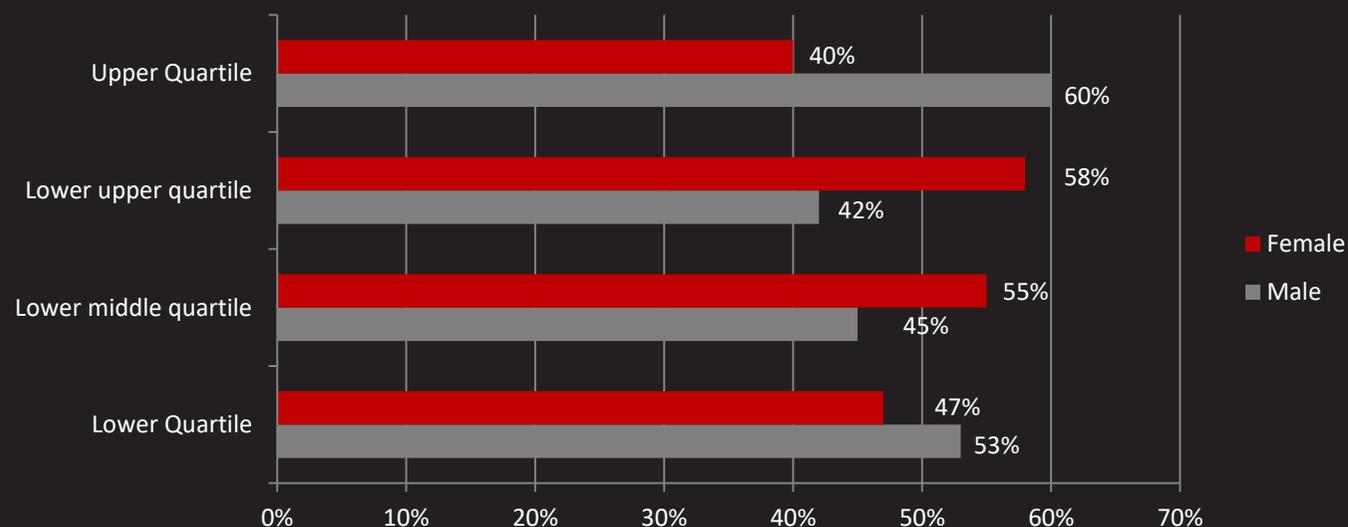
MEAN GENDER BONUS GAP 4.24%

MEDIAN GENDER BONUS GAP 0%

Percentage receiving a bonus



Pay quartiles by gender:



The Pay Quartiles by Gender chart show the gender distribution across four equally sized pay quartiles. This shows a much higher proportion of males in the lower and upper pay quartiles, more females as a higher proportion in the lower middle & lower upper quartiles.



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What is The Balmoral doing to address its gender pay gap?

At Rocco Forte Hotels, we are committed to the principle of equal opportunities and equal treatment for all team members and have a clear policy of paying employees equally for the same or equivalent work, as set out in The Equality Act 2010).

The Balmoral is committed to:

- conducting regular reviews of team member's remuneration packages
- conducting regular performance assessments and reviews
- actively participates in the annual Edinburgh Hotel's Association salary survey and Hotel Industry Rewards Group survey data for UK comparisons
- carrying out salary and benefits audits at regular intervals
- evaluating job roles and salary scales as necessary to ensure a fair structure
- regularly reviewing performance and succession plans
- offering development programmes to support the career progression of all team members into supervisory and senior roles in the hotel
- ensuring management and sales bonus schemes are consistent in order to drive overall performance.

The Balmoral Hotel is consistent in its approach with all Rocco Forte Hotels to ensure we provide a working environment that takes into account the individual needs of our employees and remains as flexible as is possible to the requirements of the business.

I can confirm the published information is accurate.

Antonello De Medici
Group Operations Director, Rocco Forte Hotels



The Balmoral Hotel Success Stories

KATIE

Personal Assistant to the General Manager

Katie joined the Balmoral Hotel in 2012 as Spa Manager and was promoted to Front of House Manager in 2015 due to her exceptional talent and strong business acumen. Emma has a great ability to build working relationships with both team members and guests to drive the department to success and supporting the overall hotel strategy.

In 2017, Katie had her first child and managed to spend quality time during her maternity leave knowing that her role and career growth would continue on her return. As with many working parents Katie desired flexibility with her work to support her personal situation and the hotel was delighted to provide this with a move into the role of Reservations Manager which allowed a better working pattern.

In 2019 Katie transferred to the Executive Office to support the General Manager as Personal Assistant. In 2020, Katie had her second child and following her return the hotel is fortunate to benefit and continue having the expertise and commitment from one of our most trusted and loyal team members.



OMAR ISMAIL

Palm Court Manager

Omar started his career at the hotel in 2008 whilst studying at university and working flexibly as a waiter in the brasserie. Omar was promoted multiple times from shift leader to supervisor, assistant manager and finally became Breakfast Manager. Deciding to leave the hotel for a short time, Omar re-joined in June 2016 taking up the role of Manager in our Palm Court, a position that he still holds today. Omar is a real ambassador of hospitality and guides his team well beyond the required levels. Following the success of the channel 5 documentary this has really put the team in the spotlight and Omar in his own right has become something of a celebrity with our locals and guests who regularly ask for pictures to be taken with him.

Omar champions diversity within the team members, some just taking that first step into hospitality and with his maturity, pride and passion for the industry works hard to welcome, guide and support the stars of the future along with supporting their individual needs. The department creates a guest experience that is unforgettable and provides more than a service to the guests, it is all about creating memories and giving purpose to the team members.

