

FJB HOTELS GENDER PAY GAP REPORT 2021

FJB Hotels 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 & BONUS GAP

Difference Between Men & Women	Mean	Median
Gender Pay Gap	0.5%	0.2%
Gender Bonus Gap	6.2%	68%

EMPLOYEES WHO RECEIVED BONUS PAY

Proportion of males & females



PAY QUANTILES

Proportion of males & females in each pay quartile

Lower Quartile



Lower Middle



Upper Middle



Upper Quartile



Gender pay gap statement ; FJB Hotels will continue to be committed to attracting and recruiting the best talent possible based on their skills, experience and attributes – regardless of gender.

HOW WILL WE CLOSE THE GAP?

The difference in both the Mean Gender Pay Gap and the mean Gender Bonus gap has improved considerably from 2017. There has also been a positive improvement in the Median Gender Bonus Gap due to the increase in females working in managerial positions. There is evidence of greater equality being achieved at lower level and FJB Hotels is continuing its work to ensure that the upper levels, which include management positions, are filled equally by both men and women, in line with our Equal Opportunities Policy. Regardless of the slower movement of female staff into higher management positions there are a greater number of female employees receiving bonuses than their male counterpart.

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 accurate.

John Butterworth
Managing Director
FJB Hotels



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